



"ZANGEZUR COPPER MOLYBDENUM COMBINE"

SOCIAL POLICY

In operating its businesses, "Zangezur Copper Molybdenum Combine" CJSC (hereinafter referred to as the "Company" or "ZCMC") recognizes the importance of collaborative relationships with project affected communities and other stakeholders. All the Company's stakeholders, including employees, local communities, shareholders and contractors, have a right to expect the Company to undertake its activities in an inclusive manner to the mutual benefit of all.

This Policy applies to the Board of Directors, the entire workforce of ZCMC, including senior executives, and contractors, business partners, guests, and visitors to the extent applicable.

In the scope of this Policy the Company:

- ▶ inspires, through active leadership, positive and constructive engagement with all stakeholders to strengthen mutual understanding and trust.
- ▶ ensures the Company's operations (and proactively works to ensure the same from our business partners) comply with the legislation of the Republic of Armenia and applicable international standards and guidelines, including the UN Declaration of Human Rights, the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability, and the International Council on Mining and Metals (ICMM) Mining Principles.
- ▶ fosters beneficial relationships with stakeholders, especially project affected communities, based on mutual respect, trust, and long-term cooperation through the implementation of Company's Stakeholder Engagement Plan and based on free, prior and informed engagement.
- ▶ implements a grievance mechanism accessible to all stakeholders, which will include procedures for handling, investigating, and resolving complaints, as well as timelines for each stage.
- ▶ conducts comprehensive investigations of all community related incidents, committing to transparently implementing corrective actions and learning from each incident to prevent future occurrences.
- ▶ assists in the execution of communities' development strategies which ensure lasting positive impact, enhancing the socio-economic well-being of local communities, and fostering the mutual prosperity.
- ▶ identifies, evaluates and manages community and social related hazards through a robust risk assessment process to ultimately eliminate incidents affecting local communities while maximising the shared benefits of mutual success.
- ▶ continuously improves the Company's sustainability management systems to ensure that community interests and social considerations are integrated into all business units within the organisation.
- ▶ provides all employees and relevant contractors with the necessary training so that they understand their social and community responsibilities, empowering them to act as informed and proactive participants in the Company's social initiatives.
- ▶ allocates the necessary resources, both financial and human, to fully support and implement the Company's social and community-focused policies, reflecting our dedication to making a positive impact.
- ▶ monitors the Company's social and community performance and engages in a transparent and proactive manner with all relevant stakeholders.
- ▶ regularly reviews, updates social and community objectives and targets based on performance data and stakeholder feedback.
- ▶ critically assesses, through regular reviews and audits, the outcomes of implementing this Policy and identifies areas for improvement.

Project manager:
Artyom Petrosyan

Author:
Armen Stepanyan

Tel. : +374-60-500003, +374-285-33131
E-mail : info@zcmc.am