

"ZANGEZUR COPPER &  
MOLYBDENUM COMBINE" CJSC

## Sustainability policy

"Zangezur Copper Molybdenum Combine" CJSC (hereinafter referred to as the "Company" or "ZCMC") is dedicated to setting the standard for responsible and sustainable operation within the mining industry. We pledge to not only adopt but also innovate sustainable practices that benefit both our operations and the communities we impact, ensuring a legacy of positive change and mutual growth. All the Company's stakeholders, including employees, local communities, shareholders, civil society, and contractors, have a right to expect the Company to undertake our activities in a sustainable 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:

- ▶ drives sustainability through visionary leadership that actively cultivates positive, meaningful engagement with stakeholders, embedding a culture of sustainability in every aspect of our business practices.
- ▶ ensures our operations, and those of our business partners, comply with both Armenian legislation and align with the relevant international standards and guidelines, including the UN Sustainable Development Goals, UN Global Compact Principles, the International Finance Corporation (IFC) Performance Standards, International Council on Mining and Metals (ICMM) Mining Principles and Global Industry Standard for Tailings Management.
- ▶ establishes a benchmark for workplace safety and health, actively fostering an environment where the well-being of employees, contractors, and visitors is prioritized and protected.
- ▶ upholds a steadfast commitment to the human rights of everyone touched by our operations, ensuring dignity, respect, and fair treatment are foundational to our corporate ethos.
- ▶ leads in environmental stewardship by maximizing the efficiency of our energy, water, and natural resource usage, setting new standards for sustainability in resource management.
- ▶ conducts all our business activities with integrity while demonstrating our absolute opposition to corruption and requires our business partners to do the same.
- ▶ ensures a positive and long-lasting positive socio-economic impact on our local communities.
- ▶ establishes environmental, social, and health and safety management systems to ensure we can identify and effectively manage business risks and optimise opportunities.
- ▶ dedicates ourselves to the ongoing enhancement of our sustainability management practices, ensuring responsible mining principles are ingrained in every decision and action across the organization.
- ▶ empowers our workforce through targeted training on sustainability responsibilities, ensuring every employee and contractor is equipped to contribute to our sustainability goals.
- ▶ provides the necessary resources to implement this Policy.
- ▶ monitors our sustainability performance and engages in a transparent and proactive manner with all stakeholders regarding the performance of our operations.

- ▶ adopts internationally recognized reporting standards to communicate our sustainability journey, reflecting our achievements and areas for growth with honesty and integrity.
- ▶ regularly reviews and updates sustainability objectives and targets based on performance data and stakeholder feedback.
- ▶ critically assesses, through reviews and audits, this Policy, identifies areas for improvement and drives positive change.



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