



"ZANGEZUR COPPER MOLYBDENUM COMBINE"

# LOCAL EMPLOYMENT POLICY

In operating its businesses, "Zangezur Copper Molybdenum Combine" CJSC (hereinafter referred to as the "Company" or "ZCMC") is committed to have productive and positive presence in local communities by maximizing local employment and supporting local economic development across all areas of our activities. All the Company's stakeholders, including employees, local communities, shareholders and contractors, are expected to contribute to our local employment and economic development goals.

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:

- ▶ champions the creation of direct, indirect and incentivized employment opportunities in all communities affected by our activities through proactive leadership, fostering economic growth and community development.
- ▶ 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 (e.g., the RA Labor Code and other legal acts), and applicable international standards, including the UN Sustainable Development Goals and ILO 8 Fundamental Conventions (1).
- ▶ mandates and supports the Company's contractors and business partners in prioritizing local hiring, ensuring that they share the Company's commitment to fostering local employment and actively contribute to the community well-being as needed.
- ▶ maintains a database of local candidates (applicants) who have expressed interest in employment with the Company, listing their skills and experience which will be used to actively support the local recruitment.
- ▶ offers targeted training to ensure that community members, especially youth and members of vulnerable groups, acquire the necessary qualifications to fill vacancies at our operations as they arise.
- ▶ promotes and provides equal employment opportunities without any discrimination.
- ▶ dedicates resources to effectively implement and sustain local employment initiatives, emphasizing the Company's commitment to being a key contributor to local economic resilience and growth.
- ▶ regularly monitors and openly discusses our local employment impact with stakeholders, valuing transparency and community feedback in the Company's continuous effort to enhance the local economic contribution.
- ▶ 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



(1) Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Minimum Age Convention, 1973 (No. 138); Abolition of Forced Labour Convention, 1957 (No. 105); Worst Forms of Child Labour Convention, 1999 (No. 182).