

THE NAMPALA MINE AND CSR

Our CSR policy was developed to demonstrate our commitment to economic and social performance. We equate this promise to a constant search for value (added value in economic, societal and environmental aspects whenever possible).

Employment and skills development:

Among mining companies, Nampala is one of the few mines anchored in the host country. The mine has only 8 expatriate employees out of a total of 600, with more than 60% being local nationals.

At Nampala, we strongly believe that social responsibility **is a necessary component in sustainable development. It implies protecting, developing and enhancing human capital of all types through training.** Education certainly holds an important place in a sustainable development policy, in particular by enabling people to adapt their skills to changes in the societal, economic and professional landscapes.

As a result, the Nampala mine invests heavily in developing the skills of its employees and residents of neighbouring communities. In addition to setting up a dedicated training department, the mine created a literacy centre where we plan to implement a major project (**valued at 54,969,950 CFA francs**).

This will provide reliable support to beneficiaries (both at the community and employee levels) to help them progress in their respective fields through literacy (which remains an important asset in sustainable development).

Environmental responsibility:

Beyond simply applying the social and environmental rules prescribed by law, the Nampala mine emphasizes ownership. This appropriation is achieved through a detailed and precise framework of prescribed environmental rules, a schedule of activities to follow, ensuring they are systematically monitored, evaluations, and periodic, public and internal reporting on achievements. This goes beyond simply preventing possible legal risks. Nampala has also set up a department that is responsible for implementing environmental regulations and ensuring they are applied appropriately.

Community development:

The Nampala mine has established a consistent consultation framework that makes it possible to have regular contact with communities through the Community Development Technical Committee. To this end, (which respects the commitments made to the Malian State), the mine has initiated and implemented a rehabilitation and community development plan. This plan has yielded results such as implementing several actions that benefit the population.

As such, the mine has already contributed 135,624,730 CFA francs to various projects including:

- A focus on education by providing schools and their administrations with furniture and equipment, as well as building educational institutions for Nampala.

- Provide a water supply to villages by installing boreholes and well-designed wells (in the villages of Finkolo, Nampala, N'tjikouna and N'golola).
- Improve accessibility by constructing/rehabilitating rural road networks.
- Increase access to sports by organizing cycling and soccer competitions, as well as creating soccer fields.
- Support local women's associations by supplying financial assistance and partnership actions. Nampala was awarded the Tiwara trophy by the women of the Finkolo commune.
- Providing medical screening for school-aged children.

In addition to the actions mentioned above, the mine agreed to the following (a non-exhaustive list):

- Provide anti-malarial drugs (for children) to the Finkolo and N'tjikouna community health centres.
- Repair the Finkolo bridge in a durable way.

The mine, in partnership with the water and forest technical service, organized a preliminary reforestation campaign covering 2 hectares in the Finkolo and N'tjikouna communes for approximately 4 million CFA francs.

Every year, the mine provides school supplies to children (binders, books, benches, tables, etc.).

The ongoing construction of the miner's lodgings (with 20 housing units), which will bring employees closer to the community and develop profitable activities for surrounding populations.

With youth:

The mine developed a special partnership with local youth through:

- Occasional meetings to exchange ideas on various topics.
- Complete a census of all youth in the 2 communes (a total of 2,860 youth aged 18 to 40) in order to get to know them better and offer them projects that are adapted to their individual situations.
- Create a competency file for each young person to focus on training to improve their employability.
- Involve young people on various projects within the mine (during mechanical work, plant shut downs, weeding, environmental protection exercises, waste management, various construction projects, etc.).

All of these actions reflect the mine's commitment to joining forces with various stakeholders in order to encourage social unity.

In addition to these things, the mine regularly discusses matters of concern with the communities and tries to find concrete solutions to address the problems they highlight.

Mali first!

The Nampala mine's number one priority is Mali and its citizens. Not many companies can claim the same thing. We constructed a mine in Mali using Malian banks, Malian companies, Malian skills and Malian management systems.

Two thirds of investments were made in Mali.



Three quarters of current expenditures are made in Mali.

- 14 Malian executives have already been sent abroad. We are grateful for the help of consular services and economic representatives from Canada and France for:
- The hundreds of hours of lessons that were given.

Our literacy centre scheduled 65,000 hours of training for 126 students from the company and neighbouring communities over the coming months.

Through all of this hard work, we can proudly say that we have a strong Malian management system in place.

The Company's hierarchy has 44 Malian executives, 7 expatriates and 4 executives from the sub-region.

Here is an experience we had relating to health, safety and the environment: We weren't able to hire OHS executives in Mali. In the end, we decided to hire highly-motivated young people with practical experience. With the help of a specialized Malian company, Triangle, and Dr. Dicko, we set up a permanent audit-training system that is now entering its third year of operations and is leading us toward certification. It should be noted that these young people are now all certified by the ILO – International Labour Organization. We supplemented their practical field experience with additional theory.

Thanks to this amazing team, we have been working for more than 700 days without a work stoppage workplace accident.

All of these individuals now have secure futures as professionals.

Photovoltaic solar project

By 2020, maybe even 2019, we will have built a hybrid solar plant. While some details are yet to be confirmed, it could be as large as 6.5 hectares, which would mean an annual reduction of carbon emissions totalling 6,300 tons. From the very outset, we focused on transferring skills to the Malian teams.

Not only will our electricians have acquired training in Mali and abroad, but they will also have much sought-after skills in photovoltaics.