



Konkola Copper Mines Plc

STAKEHOLDER ENGAGEMENT POLICY

Konkola Copper Mines Plc (KCM) and its subsidiary Companies, Konkola Mineral Resources Limited (KMRL) and KCM SmelterCo Limited, believes in respecting people's culture and heritage by treating them with dignity and care. The Company further believes in promoting, maintaining open and constructive dialogue and good working relationships with employees, local communities, regulatory agencies, business organisations and other interested parties. In addition to achieving this, the Company fundamentally believes in building strong and enduring relationships with its stakeholders and gaining broad community support based on trust, transparency, integrity and meaningful dialogue. KCM recognises that a comprehensive understanding of its stakeholders, coupled with proactive and consistent stakeholder engagement is both a responsibility and a necessity to manage its impacts and to foster constructive relationships with them at all levels of the organisation; from group to individual sites. KCM has established a continuous improvement sustainability model with key pillars that are mutually dependent, beginning with responsible stewardship leading to strong relationships and finally value addition.

In line with this, Konkola Copper Mines Plc and its subsidiaries will:

- Comply with or exceed the statutory obligations in all jurisdictions in which it operates and uphold stakeholder engagement requirements aligned with national and international regulations as applicable.
- Produce a Stakeholder Engagement Plan (SEP) and assign clear roles and responsibilities for stakeholder engagement throughout the organization from Group to individual sites and ensure that appropriate personnel with relevant backgrounds are deployed to undertake this work. Employees will be trained in the importance of stakeholder engagement, incident reporting processes and key contacts for any queries. Management will be sufficiently engaged in the process, maintaining overall responsibility for the outcomes.
- Identify all stakeholders who are directly or indirectly affected, likely to be affected or who may have actual or perceived concerns or otherwise an interest in KCM's operations and its business activities. This process is conducted at the Company level to identify macro-stakeholders as well as for each individual business unit/site and where each process informs the other. This will result in a stakeholder Register incorporating elements in the remainder of this policy.
- Seek broad community support through understanding how stakeholders may be affected either directly or indirectly and which issues are important to them in order to determine issues and their materiality to the stakeholder and the business, and to identify the content and level of engagement which is appropriate for each individual or Company.
- Consider individuals and groups which may be differentially or disproportionately affected by the operations and projects, including men and women, ethnic minorities and vulnerable groups. KCM will ensure that communication routes are in place for interested and affected groups to ensure comprehensive stakeholder representation and will ensure that all stakeholder engagement is free of manipulation, coercion or intimidation.
- Engage with stakeholders on a basis of free, prior and informed consultation, using means of consultation which are mutually agreed with stakeholders at the earliest opportunity. Engagement methods will be in local languages (if required), timely, relevant, understandable and in a format which is accessible and culturally appropriate.
- Ensure that stakeholders and their representatives have accessible and appropriate mechanisms to communicate with KCM when any issues arise outside of routine stakeholder engagement processes including any questions, concerns, or grievance. Mechanisms provided will be easily accessible and at no cost to the stakeholder.
- Record and track any stakeholder engagement activities including meetings, questions, agreements or promises, grievance, incidents or other relevant information, to ensure they are addressed in a timely manner. All complaints and incidents will be investigated and the outcomes communicated to relevant stakeholders wherever feasible.
- Seek feedback from stakeholders on consultation and participation processes wherever required so that improvements can be made where necessary. KCM will publish information on its stakeholder register and engagement exercises, where appropriate.

This signed policy shall be implemented across KCM and its subsidiaries. The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly and will include the sharing of best practices throughout the Company.

We will also measure progress against this policy and review performance on a periodic basis to ensure ongoing management of stakeholder engagements.

Signed by:

Enock Mponda, Acting CEO Konkola Copper Mines plc.

Date: 24th August 2022

