

LUMA AFRICA Ltd. GENDER EQUALITY POLICY

Introduction

Luma Africa Ltd (together with its subsidiaries, the “**Company**”) is committed to encouraging equality and diversity among its workforce, and to fight against Gender Based Violence (GBV);

Determined to comply with international conventions, national laws and policies regarding the promotion of gender equality in all of our countries of operations, we are conscious of the necessity of having an enabling and friendly physical and social environment for more women integration in our workforce with a successful career path;

The Company has decided to elaborate, adopt and implement the “Gender Equality Policy” as here-below presented.

Purpose, Scope and Guiding Principles

The Policy shall govern how gender laws, rules and principles are observed within the Company.

The guiding principles are as follows:

- Fairness of treatment for women and men, as well as equal access to opportunities such as same career growth opportunities in labour division, equal pay for employees doing work of equal value, equal access to improvement on skills and knowledge, and same rights to leaves, bonuses and related gratifications should be recognized;
- Promotional incentives and alternative work arrangements to pregnant and breastfeeding women will be availed in order to assure an effective participation and retention of women within the Company.

Policy statements

The Company is committed to pursue a consistent Policy of gender equality in all human resource processes, including recruitment, promotions, access to training, determination of wages, reconciliation of professional and family obligations, protection against mobbing and unjustified dismissal.

- No person working in the Company is preferred or discriminated based on their gender.
- We commit to equal opportunities between men and women, regarding recruitment, division of labour, promotion and equal remuneration, capacity building and development.
- We are committed to complying with the national labour and social security laws with regard to the provision of rights for female workers.
- We are committed to finding alternative placement for pregnant and breastfeeding women.

Providing a friendly physical environment

- Operating in a male dominated industry, we are committed to providing a friendly physical environment to female workers.

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- We are committed to creating an environment where every employee's health and safety is safeguarded. Where required, women friendly personal protection equipment shall be distributed.

Providing a friendly social environment

- We will ensure that female workers freely join and become part of our workforce.
- We will implement security and workplace protocols to protect women against sexual assaults and/or other forms of harassment.
- We will provide a grievance mechanism to confidentially report and handle matters relating to Gender Based Violence, in general and to the violation of the Policy, in particular.
- A whistle-blowing hotline is available to allow confidential reporting against Gender Based Violence (GBV). Any person wishing to make complaints or report issues of Gender Based Violence can do so, using the toll free phone number +250773445400 or email grievance@lumafrica.com.

Board Diversity and Sanctions

- When selecting the members of the Management Board, the Directors and Managers of the Company; a decisive factor should be high qualifications, professional experience and professional preparation necessary to adequately perform their respective role, irrespective of differences based on visible and invisible, innate and acquired characteristics, such as gender, age, background, disability, sexual orientation, family and marital status, values, political beliefs, personality traits, education and interests.
- If the Management Board, Senior Management or any other employee is found to be in material breach of this Policy, an appointed disciplinary committee shall make appropriate comments and recommendations to the Management Board.

Supporting gender equality in the mining community

- We are committed to making our Corporate Social Responsibility (CSR) projects gender-sensitive.
- Luma Africa does not endorse the association of mining earnings with family abuses.

Monitoring and Compliance

The Board is accountable for ensuring this Policy is effectively implemented and has delegated oversight to senior management. The management of the Company will report to the Board regarding the efficacy of steps taken to achieve compliance with the principles set out in this Policy as well as any material instances or trends of violations of this Policy.

Collaborations

We are committed to working with stakeholders, especially those operating in the areas of gender promotion as well as mining regulators, and other stakeholders, to make sure that gender equality is enhanced within the Company.

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Review and Amendment of Policy

The Board of Directors of the Company will review and evaluate this Policy on an annual basis to determine its efficacy.

This Policy will be posted on the Company's website and a copy of the Policy will be posted at mine sites operated by the Company.

Last Updated: 13 May 2022

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