



# COMMUNITY ENGAGEMENT

Corporate Policy: Community Engagement

September 2021

## 1. INTRODUCTION

Thinking about the wellbeing of the planet means thinking about the wellbeing of our environment and the impact we have on others. This is why the communities we are part of are priority stakeholders for our management team and we seek out strategic alliances that will help us to move together towards a better future.

At Molymet we are committed to creating value in the communities we are a part of, either as a whole or as individuals. We work to strengthen ties that keep us connected to each community and encourage their positive development and growth

## 2. OBJECTIVE

The objective of this Policy is to define the principles of engagement with the communities of which we are a part in order to assure long-term relationships based on trust and mutual wellbeing.

## 3. SCOPE

This Policy applies to all Molymet subsidiaries.

## 4. OUR PRINCIPLES:

### 1. Recognize needs and act with empathy

We set out to identify and understand the concerns, hopes and interests of the communities where we operate through direct and ongoing interaction.

This involves analyzing changing dynamics in each community, using methodical processes which allow us a comprehensive understanding of their current situation. This, in turn, enables us to share concerns and aspirations and develop action plans to meet these needs in accordance with our purpose.

### 2. Responsibility

We use a variety of channels to build engagement with our communities and create awareness of actions and events which have a direct bearing on our daily relationship with each community.

Molymet is committed to responding to community concerns through our open-door communication channels which provide a formal and timely response to each concern or query.

### 3. Credibility

Our ongoing availability to community engagement translates into positive and strategic connections that allow us to build long-term relationships based on mutual respect and transparent, cordial dialogue. We respond quickly and appropriately, respecting freedom of expression and the exchange of ideas.

### 4. Transparency

We make a point of constantly keeping our communities up to date in timely anticipation of any negative or positive developments which could impact them.

### 5. Integrity

In managing our community relationships, we make sure that all engagement is carried out within the framework of compliance with Human Rights and regulations in force in the countries where we operate.

## 6. Legitimacy

Assuring communities of the legitimacy of our operations, within the framework of regulatory compliance and voluntary commitments in the areas where we operate.

## 7. Working for the common good

To nurture development in the communities of which we are a part so that they can prosper economically, socially and environmentally, always seeking the common good.

## 8. Presence and participation

To directly link operational management to each community, in this way facilitating the flow of clear and concrete responses based on observation and a clear understanding of the facts at hand.

## 9. Prudence and honesty

To be prudent and speak the truth at all time, maintaining a willingness to attend to and support the needs that arise in communities, acting in accordance with the established policies for support and donations.

## 10. Volunteering

Encourage voluntary, charitable support to communities.

## 5. PUBLICATION AND FORMALIZATION

This policy will be published on the corporate intranet and on the company website and for each update, a corporate email will be sent out indicating the relevant changes.



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CHIEF EXECUTIVE OFFICE

