
EQUAL OPPORTUNITY AND ANTI-DISCRIMINATION POLICY

1. STATEMENT OF POLICY

- 1.1. It is a Policy of Compagnie Minière du Bafing (“the **Company**”) to provide, where possible, equal employment opportunities to all its employees (“**Employees**”) and to all applicants for employment regardless of race, colour, gender, religion, age, nationality, disability, marital status, sexual orientation, political conviction or any other grounds and to provide a workplace where differences are respected and accepted and anti-discriminatory behaviour of any kind is strictly prohibited.
- 1.2. Operating within the laws and regulations that apply to the Company’s activities in Cote d’Ivoire, the Company is committed to the principle of equal employment opportunity and anti-discrimination. This commitment is enacted through:
 - 1.2.1. Encouraging diversity in our workforce wherever possible during our business while complying with local laws and regulations.
 - 1.2.2. Avoiding discrimination in our recruitment practices to the extent that this does not conflict with “local employment” rules and quotas that apply in some of the jurisdictions in which we operate.
 - 1.2.3. Educating Employees on issues of diversity, tolerance, and respect for differences.
 - 1.2.4. Proactively discouraging behaviour involving harassment, bullying or disrespectful conduct by Employees towards other Employees of different race, colour, gender, religion, age, nationality, disability, marital status, sexual orientation, political conviction, or any other grounds.
 - 1.2.5. Establishing and enforcing disciplinary procedures which include sanctions against discriminatory behaviour.
- 1.3. This Equal Opportunity and Anti-Discrimination Policy applies equally to all Employees.
- 1.4. A copy of this document will be provided to all Employees as part of the Company’s induction process. All Employees will be required to certify that they have read and understood the contents of this Policy and that they accept that their compliance with this Policy is an explicit condition of their continued employment by the Company. A copy of the document will also be posted on the Company’s intranet for viewing by Employees.

2. DEFINITIONS

2.1 **Discriminatory Behavior** within the context of the Company means prejudicial or unfavorable treatment of another person based on the individual's:

- race including skin color, national or ethnic origin or nationality; or
- sex; or
- marital status; or
- sexual preference; or
- gender history (transsexuality); or
- pregnancy (including breastfeeding); or
- parental status / family responsibility; or
- age; or
- political convictions; or
- religion; or
- disability or impairment; or
- workplace status.

2.2 **Harassment** includes but is not limited to offending, bullying, coercion, intimidation, threats, vilification, or humiliation of another person.

All forms of harassment represent unacceptable behavior in the workplace, but certain forms of harassment in addition represent unlawful discrimination. They include:

- sexual harassment.
- racial harassment; and
- disability harassment.

2.3 **Sexual harassment** takes many forms of unwelcome behavior which result in a person feeling offended, humiliated, or intimidated. Such behavior includes:

- Offensive comments, jokes, and gestures e.g., staring or leering.
- Unwelcome or uncalled for acts of physical intimacy.
- Displaying offensive or inappropriate material or pictures.
- Intrusive inquiries into a person's private life.
- Unwelcome references to a person's physical appearance.
- Repeated requests for dates which have been previously rejected.
- Unwelcome and uninvited requests for sexual favors; and
- Sexually offensive telephone calls or emails.

To be regarded as sexual harassment, this behavior does not need to be intentional or deliberate, but where a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated, or intimidated this is regarded as sexual harassment for legal purposes.

2.4 **Bullying** is a form of harassment and covers many types of unwelcome behavior. It generally involves a pattern of abuse towards an Employee(s) which can range from very subtle behavior to overt, blatant behavior.

Some examples of bullying include:

- Yelling, abuse, offensive language, insults.
- Persecuting or oppressing behavior.
- Belittling opinions or constant criticism.
- Isolating workers from normal work interaction, training and development or career opportunities.
- Undermining work performance, deliberately withholding work-related information or resources; and
- Teasing or regularly being made the brunt of pranks/ practical jokes.

2.5 The **Workplace** is the site where the Employee undertakes the activities that he is employed to perform and includes offices, as well as site and field locations. For the avoidance of doubt, activities including but not limited to social functions, end of year celebrations, and attendance at conferences, training courses, business travel and accommodation that are sponsored by the Company but do not necessarily occur on the Company's premises, are sufficiently work-related to be covered by this Policy and the law.

3. PROCEDURE FOR REPORTING-DISCRIMINATORY BEHAVIOUR

3.1 Any Employee wishing to raise concerns under this Policy should document details of his concern in writing, including expressing a view as to how he would like the matter handled, and then speak to their Line Manager, HR Manager or Director of Mine/CEO as the case may be (the "**Relevant Manager**") and table their written concerns. If the Employee does not wish to be identified, he should say so at the first possible opportunity so that appropriate arrangements can be made for the matter to be investigated in confidence.

3.2 If the Employee elects to speak to a Relevant Manager, then it will be the responsibility of that Manager to deal with the matter confidentially within the limits of his delegated authority or based on their judgement, refer the matter to a higher authority.

3.3 If the Relevant Manager is unable to guarantee that the matter will be dealt with confidentially, then the Employee will at his sole discretion have the right to withdraw the complaint, and no further enquiry or action will take place.

3.4 The Relevant Manager will decide on the appropriate course of action. This may include initiating an internal informal or formal investigation (as the case may be) or, alternatively, initiating a formal external investigation after consulting with the Director of Mine if this occurs on mine site and with the line manager if this happened in Abidjan Office. The Relevant Manager will personally inform the Employee who raised the concern about the action to be taken prior to its initiation. The Employee can request that this information be provided in writing.

3.5 If a formal or an informal investigation is undertaken, the Relevant Manager will keep the Employee informed about what is happening, to the extent that this is practical and appropriate. Again, if requested, these reports will be made in writing. In some cases, it may not be possible to report to the Employee the precise action taken as doing so might, for example, infringe on another Employee's right to privacy or confidentiality.

4. DISCIPLINARY ACTION

- 4.1 The Company does not tolerate the harassment or victimization of any Employee by any other Employee and will expeditiously deal with all complaints raised under the terms of this Policy and if appropriate will invoke the Company's Disciplinary Policy to deal with the offender.
- 4.2 If because of an investigation prompted by the reporting of alleged discriminatory behavior, an Employee is shown to have acted maliciously or in bad faith by alleging that he demonstrably knew to be untrue at the time that the allegation was made, then this will be regarded as misconduct on the part of the Employee and will also be dealt with through the Company's Disciplinary Policy.

5. ACKNOWLEDGEMENT

- 5.1 All Employees are required to read and, if agreed, sign the in acknowledgement to this Policy.