



POLICY FOR RESPONSIBLE SOURCING OF METALS



2024

CONTENTS

- 1** Policy for responsible sourcing of metalsPage 1
- 2** Definition of key terms.....Page 8



1

POLICY FOR RESPONSIBLE SOURCING OF METALS

Zimplats is committed to supplying all platinum group metals (PGMs) (platinum, palladium, rhodium, ruthenium, iridium, gold, silver and associated base metals (Nickel, Copper and Cobalt), needed to develop, sustain and create a better world in a responsible and ethical way. We maintain the highest standards of environmental management, social performance and corporate governance and expect all counterparties and our supply chain to responsibly manage their environmental, social and governance (ESG) risks. Zimplats supports global efforts to combat systematic or widespread human rights abuses, to avoid contributing to conflict, to comply with high standards of anti-money laundering practices and to combat terrorist financing.

This policy seeks to align our metals sourcing practices with the London Platinum & Palladium Market's (LPPM's) Responsible Platinum/Palladium Guidance (RPPG), the Organisation for Economic Co-operation and Development's (OECD's) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the Responsible Minerals Initiative's (RMI's) Global Responsible Sourcing Due Diligence Standard for Mineral Supply Chains All Minerals.

Zimplats has committed to refrain from any action which contributes to financing conflict, and we are committed to complying with relevant United Nations' sanctions resolutions or, where applicable, domestic laws implementing such resolutions.



POLICY FOR RESPONSIBLE SOURCING OF METALS

Regarding serious abuses associated with the extraction, transport or trade of minerals

1 We will neither tolerate nor by any means profit from, contribute to, assist or facilitate the commission of, by any party, serious human rights abuses, including:

- i) any form of torture, cruel, inhuman and degrading treatment
- ii) any form of forced or compulsory labour, which means work or service exacted from any person under the menace of penalty, and for which said person has not offered him/herself voluntarily
- iii) child labour;
- iv) other gross human rights violations and abuses such as sexual violence;
- v) war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

Regarding direct or indirect support to non-state armed groups

2 We will not tolerate any direct or indirect support to non-state armed groups through extraction, transport, trade, handling or export of minerals. “Direct or indirect support” to non-state armed groups through the extraction, transport, trade, handling or export of minerals includes, but is not limited to, procuring minerals from, making payments to or otherwise providing logistical assistance or equipment to non-state armed groups or their affiliates who:

- i) illegally control mine sites or otherwise control transportation routes, points where minerals are traded and upstream actors in the supply chain
- ii) illegally tax and extort money or minerals at points of access to mine sites, along transportation routes or at points where minerals are traded
- iii) illegally tax or extort intermediaries, export companies or international traders.

Regarding money laundering and financing of terrorism

3 We will support efforts, or take steps, to contribute to the effective elimination of money laundering and/or financing of terrorism where we identify a reasonable risk of money laundering and/or financing of terrorism resulting from, or connected to, the extraction, trade, handling, transport or export of minerals derived from the illegal taxation or extortion of minerals at points of access to mine sites, along transportation routes or at points where minerals are traded by upstream suppliers and we will address any reasonable risk in accordance with paragraph 5.

Regarding fraudulent misrepresentation of the origin of minerals

4 We will not tolerate the misrepresentation of the origin of minerals with an intention to conceal that such minerals are either of illegal nature or have been sourced from a high-risk area.



POLICY FOR RESPONSIBLE SOURCING OF METALS

Regarding risk management of offences defined in paragraphs 1 to 4

- 5 We shall have the right to terminate agreements with upstream suppliers who have been found guilty in a court of law of any offence defined in paragraphs 1 to 4. Where we identify a potential risk relating to any offence defined in paragraphs 1 to 4, we will immediately initiate an enhanced due diligence, which shall be completed within the shortest practical period not exceeding 30 calendar days. The upstream supplier will be invited to participate in the process and given a reasonable opportunity to present evidence or submissions in its defence. If the enhanced due diligence process concludes that such a risk exists, then we have the right to terminate the agreement with the supplier.

Regarding public or private security forces

- 6 We recognise that the role of public and/or private security forces at mine sites and/or surrounding areas and/or along transportation routes should be solely to maintain the rule of law, including safeguarding human rights, providing security to mine workers, equipment and facilities, and protecting the mine site or transportation routes from interference with legitimate extraction and trade.
- 7 We will support efforts, or take steps, to engage with central or local authorities, international and civil society organisations to contribute to workable solutions on how to improve transparency, proportionality and accountability in payments made to public security forces for the provision of security.

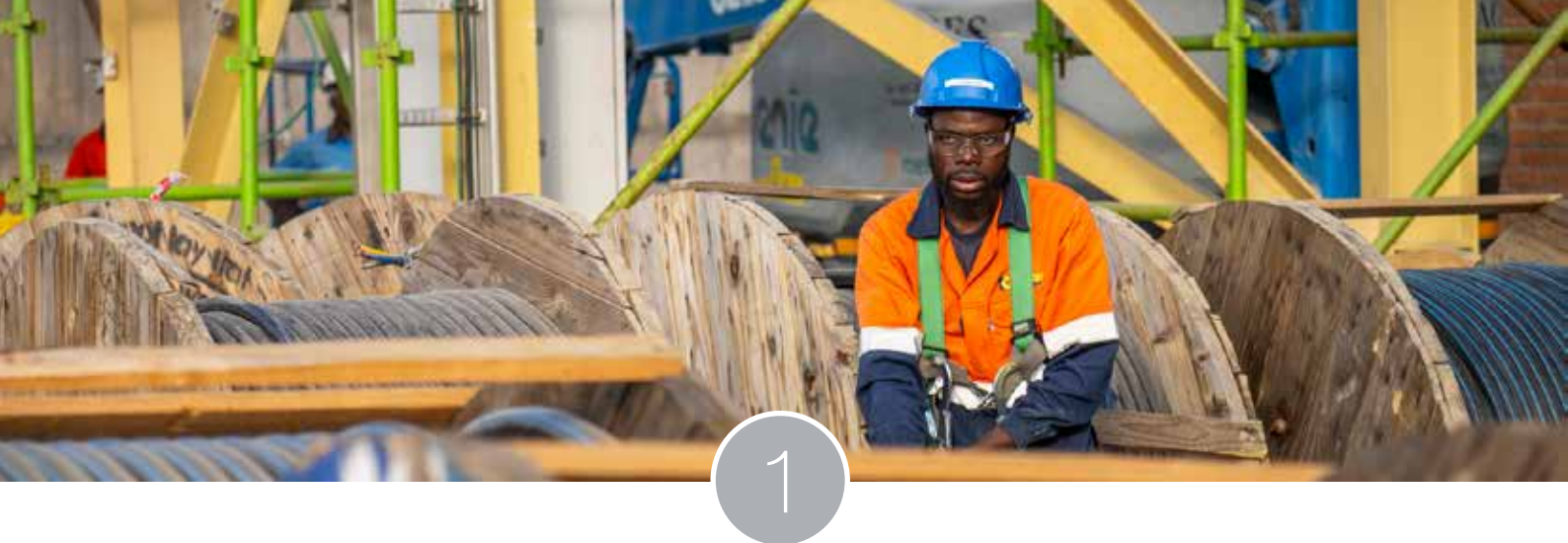
- 8 We will support efforts, or take steps, to engage with local authorities, international and civil society organisations to avoid or minimise the exploitation of vulnerable groups, in particular, artisanal or small-scale miners in the PGMs and related-metals industry.
- 9 We agree to eliminate, in accordance with paragraph 11, direct or indirect support to public or private security forces who illegally control mine sites, transportation routes and upstream actors in the supply chain; illegally tax or extort money or minerals at the point of access to mine sites, along transportation routes or at points where minerals are traded; or illegally tax or extort intermediaries, export companies or international traders.

Regarding bribery

- 10 We will not offer, promise, give or demand any bribes, and will resist the solicitation of bribes to conceal or disguise the origin of minerals, and/or to misrepresent taxes, fees and royalties paid to governments for the purposes of mineral extraction, trade, handling, transport and export.

Regarding risk management of public or private security forces

- 11 Where we identify such a risk exists, we will devise, adopt and implement risk management plans with upstream suppliers to prevent or mitigate the risk of direct or indirect support to public or private security forces, as identified in paragraph 9, and the risk of bribery, as identified in paragraph 10. In such cases, as a minimum we would expect significant mitigation of the associated risk within a period not exceeding six



POLICY FOR RESPONSIBLE SOURCING OF METALS

months from the adoption of the risk management plan. Should there be a failure to do so and should there be further failure to mitigate the risk thereafter, we reserve the right to terminate agreements thereafter.

- 12** Where we identify activities inconsistent with paragraph 6, we would respond as per paragraph 11.

Regarding the payment of taxes, fees, and royalties due to government

- 13** We will ensure that all taxes related to mineral extraction, trade and export are paid to governments and, in accordance with the Company's position in the supply chain, and where applicable, we commit to disclose such payments in accordance with industry best practice.
- 14** We will monitor upstream suppliers who are involved in dispute resolution, or regulatory compliance enforcement, or any procedure relating to non-compliance of taxes, fees and royalties due to government. If the final outcome of such process has been reached with no further recourse or right of appeal, then the upstream supplier will be required to take immediate steps, by virtue of an improvement plan, to achieve significant measurable improvement to achieve compliance within a period not exceeding six months. Should the upstream supplier fail to address the compliance risk within the prescribed period, then in accordance with the provisions and procedures outlined under paragraph 11, we reserve the right to terminate the agreements with the suppliers.

Regarding material breaches of environmental, health, safety, labour and community-related local legislation and/or ESG risks that have a substantial likelihood of resulting in highly adverse impacts

- 15** We are committed to maintaining the highest standards of environmental, health, safety and labour standards. We are also committed to ensuring compliance to community-related obligations associated with the granting of mining lease rights, such as those listed in the Principles for Economic Empowerment. Regarding the same, we will monitor the activities of our upstream suppliers and require them to take immediate steps, by virtue of an improvement plan, to address any material breaches. Similar to the scenario outlined in paragraph 14, should the upstream supplier fail to address the material breaches within the prescribed period, then in accordance with the provisions and procedures outlined under paragraph 11, we reserve the right to terminate the agreements with the suppliers.

Regarding identifying and assessing risks in the supply chain

- 16** For both mined and recycled metals, we commit to identifying the risks in paragraph 1 to 15 associated with the supply chain, from point of origin to the refinery, in accordance with risks included in the OECD Due Diligence Guidance for Responsible Supply Chains Annex II Model Supply Chain Policy and conducting risk assessments in conformance with the OECD Standard, and the RMI Global Responsible Sourcing Due Diligence Standard for Mineral Supply Chains All Minerals.



POLICY FOR RESPONSIBLE SOURCING OF METALS

17 To map the supply chain and assess the risks effectively, we commit to conducting supply chain due diligence, which will comprise the following:

- Determining the origin of the metal
- Verifying that sourcing from the country of origin is not in breach of any relevant international sanctions
- Identifying the metal-supplying counterparty and verifying its identity using reliable, independent source documents, data or information
- Identifying the beneficial owner(s) of the metal-supplying counterparty, where applicable
- Checking that the metal-supplying counterparty and its beneficial owners are not named on any government lists for wanted money launderers, known fraudsters or terrorists
- Obtaining the business and financial details of the metal-supplying counterparty and information on the purpose and intended nature of the business relationship
- **For mined metals** from large- to medium-scale mining:
 - Obtaining mining licenses for mining operations located in conflict-affected or human rights abuse high-risk areas, if applicable
 - Obtaining import/export licenses for the metal-supplying counterparty located in conflict-affected or human rights abuse high-risk areas

- **For recycled metal:**

- Obtaining the counterparty's AML-CFT policy and practices if applicable.

18 Suppliers meeting the following criteria will be considered high risk and require enhanced due diligence:

- The mined or recycled metal originates from, has transited or has been transported via a conflict-affected and high-risk area (CAHRA)
- The mined metals are claimed to originate from a country that has limited known reserves, likely resources or expected production levels of the metals
- The metals are claimed to originate from a country through which metals from a CAHRA are known or reasonably suspected to transit
- The metals are claimed to originate from recyclable/scrap or mixed sources and have been refined in a country where material from CAHRAs is known or reasonably suspected to transit
- Anomalies or unusual circumstances are identified through the information collected, which gives rise to a reasonable suspicion that the metals may contribute to conflict or serious abuses associated with the extraction, transport or trade of the metals
- The metal-supplying counterparty, or other known upstream companies, have shareholder or other interests in companies that supply metals from or operate in a CAHRA where metals originate from or transit



1

POLICY FOR RESPONSIBLE SOURCING OF METALS

- The metal-supplying counterparty, or other known upstream companies, are known to have sourced metals from a CAHRA in the past 12 months
 - The metal-supplying counterparty, or other known upstream companies, are located in a country representing a high risk for money laundering
 - The metal-supplying counterparty, or other known upstream companies or their ultimate beneficial owners with significant influence over the metal-supplying counterparty, are politically exposed person(s)
 - The metal-supplying counterparty, or other known upstream companies, are active in a higher-risk business activity, such as arms, gaming and casino industry, antiques and art, and/or are exposed to religious and/or political and/or other sects and their leaders
 - The metal-supplying counterparty, or other known upstream companies, are identified as having a reasonable exposure to the risks in paragraph 1 to 15.
- 19** Enhanced due diligence referred to in paragraph 18 will involve:
- On-the-ground assessment/site visit aimed at substantiating the documentary supply chain due diligence findings and OECD Annex II risk assessment
 - **For mined metals:** Verifying the identity of the origin of the material using reliable, independent source documents, data or information. Checking government watchlist information for each actor involved in the mineral supply chain located from the mine to the refinery (including metal producers, intermediaries, metal traders and exporters, and transporters)
 - **For recycled metal:** Verifying the identity of the origin of the material using reliable, independent source documents, data or information. Checking government watchlist information for each actor involved in the mineral supply chain from the metal-supplying counterparty to the refinery (including transporters).
- 20** The Zimplats General Manager: Risk, Strategy and Compliance is the appointed Responsible Sourcing Compliance Officer who will report any supply chain assessed as high risk to the Zimplats Executive Committee (EXCO), which will determine whether to continue with the business relationship or not.
- 21** An independent third-party audit of the supply chain due diligence will be conducted annually by an approved auditor.
- 22** Zimplats will publicly report on its metal supply chain due diligence policies and practices in the sustainability report section of the Zimplats Integrated Annual Report. The disclosure will cover activities over a 12-month reporting period.



POLICY FOR RESPONSIBLE SOURCING OF METALS

- 23** Training will be provided for all relevant employees involved in the metal supply chain and will include identifying supply chain actors, maintaining/recording supply chain information for materials received, recognising tampering and maintaining adequate records for supply chain due diligence. Training will be provided on the due diligence management system to members of the Responsible Sourcing Committee.
- 24** We encourage employees and external stakeholders to anonymously voice any concerns they may have related to the metal supply chain.

To report suspected fraud, corruption, human rights abuse and misconduct, parties can phone our anonymous **Whistle Blower Hotline (Tip-Offs Anonymous) Toll free numbers:**

Econet – +263 0808 5500/4461,

Netone – +263 0716 800 189/ 0716 800 190

Telecel – +263 0732 220 220/ 0732 330 330

OR WhatsApp

Econet – +263 0772 161 630

Netone – +263 0718 267 886

These numbers are **available 24 hours a day, seven days a week**. All calls to this line are made to an independent third party and all information is treated as strictly confidential. The anonymity of all callers is guaranteed.

Policy review

- 25** The policy will be reviewed annually and all future changes to Policy will be actioned by Group and amended versions of Policy will be communicated to Zimplats for alignment.



DEFINITIONS OF KEY TERMS

KEY TERM	DEFINITION
AML-CFT	Anti-money laundering – combating the financing of terrorism.
Approved Auditor	Auditor or assurance service provider approved by the LPPM to provide Responsible Sourcing audits to precious metal refiners and published in the LPPM's list of Approved Auditors on the LPPM's website (www.lppm.com).
Artisanal and Small-scale Mining (ASM)	Formal or informal mining operations with predominantly simplified forms of exploration, extraction, processing and transportation. ASM is normally low capital intensive and uses labour intensive technology. "ASM" can include people working on an individual basis as well as those working in family groups, in partnership, or as members of cooperatives or other types of legal associations and enterprises involving hundreds or even thousands of miners.
Conflict-affected and high-risk areas	Areas identified by the Heidelberg Institute for International Conflict Research Barometer Report as having 'War' or 'Limited war' with armed conflict and widespread violence, and risks of serious and widespread harm/abuses to people. Armed conflict may take a variety of forms, such as a conflict of international or non-international character, which may involve two or more states, or may consist of wars of liberation, or insurgencies, or civil wars.
Human rights	For this policy, human rights are those defined in the International Bill of Human Rights, and includes the Universal Declaration of Human Rights (1948), the International Covenant on Economic, Social and Cultural Rights (1966), the International Covenant on Civil and Political Rights (1966), as well as its two Optional Protocols.
Mined metal	This term means any metal, defined as platinum group metals (Platinum, Palladium, Rhodium, Ruthenium, Iridium, Silver and Gold) and associated base metals (Nickel, Copper and Cobalt) or platinum group metal or base metal-bearing material produced by or at a mine, in any form, shape and concentration, until it is fully refined, fabricated into a metal refinery product (such as bar, briquette, sheet, powder, grain) and sold.



DEFINITIONS OF KEY TERMS

KEY TERM	DEFINITION
Money laundering	Money laundering is the practice of disguising the origins of illegally obtained money. Ultimately, it is the process by which the proceeds of crime are made to appear legitimate. The money involved can be generated by any number of criminal acts, including drug dealing, corruption and fraud. The Financial Action Task Force (FATF) (https://www.fatf-gafi.org/countries/) identifies countries with a high risk of money laundering and those being monitored for potential money laundering risk.
Politically exposed persons (PEPs)	<p>Foreign PePs are individuals who are, or have been, entrusted with prominent public functions by a foreign country, for example heads of state or government, senior politicians, senior government, judicial or military officials, senior executives of state-owned corporations, important political party officials.</p> <p>Domestic PePs are individuals who are, or have been, entrusted domestically with prominent public functions, for example heads of state or government, senior politicians, senior government, judicial or military officials, senior executives of state-owned corporations, important political party officials.</p> <p>Persons who are, or have been, entrusted with a prominent function by an international organisation refers to members of senior management, such as directors, deputy directors and members of the board or equivalent functions. The definition of PePs is not intended to cover middle-ranking or more junior individuals in the foregoing categories.</p>
Recycled metal	Metal that has been previously refined. This term traditionally encompasses anything that is metal-bearing and has not come directly from a mine in its first lifecycle. In practical terms, recyclable material includes end-user, post-consumer products, scrap and waste metals, materials arising during refining and product manufacturing, and investment metal and metal-bearing products. This category may also include fully refined metal that has been fabricated into grain, bars, sheets, medallions and coins that have previously been sold by a refinery to a manufacturer, bank or consumer market, and that may thereafter need to be returned to a refinery to reclaim their financial value, including grandfathered stocks.



DEFINITIONS OF KEY TERMS

KEY TERM	DEFINITION
Metal-supplying counterparty	A metals supplier that is directly engaged with a refinery.
Supplier	This term refers to any individual or organisation who is a participant in the supply chain to supply metals and metal-bearing materials.
Supply chain due diligence	With specific regard to supply chain due diligence for responsible metal sourcing, risk-based due diligence refers to the steps companies should take to identify, prevent and mitigate actual and potential adverse human rights impacts and ensure they do not contribute to conflict or contravene international and domestic laws, including those governing the illicit trade in minerals and United Nations sanctions, through their activities in the supply chain.
Terrorist financing	Terrorist financing includes financing terrorist acts, terrorists and terrorist organisations.

CONTACT DETAILS

For further information visit Zimplats' corporate website:

www.zimplats.com

HEAD OFFICE

1st Floor, South Block, Borrowdale Office Park, Borrowdale Road, Harare
P O Box 6380, Harare, Zimbabwe

Tel: +263 772 565 244-6

E-mail: info@zimplats.com

AUGUST 2024