

DOCUMENT CONTROL SHEET

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SOCIAL AND COMMUNITIES POLICY

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Action	Name	Role (Organisation)	Signature	Date
Review	Andrew Grove	CEO Chesser Resources Ltd		2021/07/29
Approval	Mark Connelly	Chairman Chesser Resources Ltd.		2021/07/29

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SOCIAL AND COMMUNITIES POLICY

Chesser Resources Limited and its Subsidiaries (“Chesser”) is a West African gold exploration and development company. Chesser acknowledges that gaining and maintaining a social license is integral to our business success and is committed to maintaining high standards of social performance in all of our activities.

We will implement robust management systems, practices, standards and safeguards to mitigate negative social impacts of our activities and contribute to the sustainable development of the communities residing in and around the areas in which we operate.

To meet this commitment, we will:

- Ensure social risks and opportunities are captured in our Health, Safety, Environment and Communities (“HSEC”) Risk Management Framework.
- Incorporate social risk and impact assessments into our internal planning processes and ensure that potential social risks and impacts associated with our activities together with the proposed mitigation measures are fully disclosed to the affected communities.
- Implement measures to avoid, minimise, mitigate or compensate for adverse business-related social impacts, whilst acknowledging that women, children and other vulnerable groups are likely to experience different levels of impacts.
- Establish baseline socio-economic conditions that provide a robust, quantified and scientifically-defensible understanding of the area of impact and influence.
- Implement systems that monitor and manage our impacts on host communities and other stakeholders.
- Engage regularly with all the relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our operations.
- Establish effective grievance mechanisms through which complaints related to our activities can be raised by communities and which are designed to resolve the grievances raised in a timely manner, in a manner that is fair, accessible, consistent and culturally appropriate.
- Respect the collective rights, history, culture and connection of local communities to the land, and consult to obtain free, prior and informed consent for any potentially adverse business activity.
- Preserve and manage the impacts of the exploration activities on any identified cultural heritage sites.
- Avoid the physical and economic displacement of host communities; where unavoidable, we will proceed via meaningful consultation with affected communities and a publicly available planning framework to ensure the restoration of livelihoods and the provision of fair and timely compensation.
- Create benefits for host communities by prioritising local employment, procurement and investing in sustainable community development projects that are aligned with community needs and aspirations.
- Provide our staff with training aimed at allowing them to effectively identify and address social risks and impacts and report all infringements in the workplace.
- Set company targets to drive accountability and improve social performance.
- Report on social risk, impact, opportunities and performance to Chesser’s board of directors.
- Develop good practice approaches to improve our social performance taking into consideration, the International Finance Corporation Performance Standards and other leading best practice guidelines and standards.

This policy will be communicated to Chesser’s workforce, consultants, contractors, and external stakeholders as part of its Integrated Management System (“IMS”).

All directors, officers, employees and contractors will be informed of this policy as well as the relevant responsibilities it defines as part of Chesser’s IMS.

The Board of Directors, via the HSEC Manager, will conduct regular audits and inspections to improve Chesser’s social and communities performance. This Policy will be reviewed annually and updated as required.