	<b>STANDARD POLICY</b>	Document ID	TNCL-CRE-POL-0001
		Document Owner	Sustainability Manager
	<b>COPORATE SOCIAL RESPONSIBILITY POLICY</b>	Revision	00
		Approval Date	28 <sup>th</sup> June 2024
		Next Revision	27 <sup>th</sup> June 2026

**Tembo Nickel recognizes that:**

- Corporate Social Responsibility (CSR) is our contribution towards initiatives that primarily contribute to positive environmental and social outcomes in the communities in which we work.
- Corporate Social Responsibility helps to build Community trust and secure a social value and License to operate and
- Corporate Social Responsibility initiatives must have shared value and be co-designed and implemented with local communities surrounding the Kabanga Nickel Project area and local government authorities.

**Tembo Nickel is committed to:**

- Complying with the Tanzania legal mandates as outlined in the Tanzanian Mining Act 2019, section 105, and the Mining (Corporate Social Responsibility) Regulations, 2023.
- Being guided by international best industry practices during design, implementation, monitoring, and evaluation, as set forth by Equator Principles (EPs), the International Council on Mining and Metals (ICMM) and the International Finance Corporation (IFC).
- Aligning to the United Nations Sustainable Development Goals (UN SDGs) as a means of supporting needs-based prioritization of initiatives and aligned with current and emerging issues, trends, and priorities relevant to both our business and stakeholders.

**Tembo Nickel is committed to the following principles on Corporate Social Responsibility:**

**Focus Areas**

CSR initiatives will focus on education development, community health and well-being support, the environment, agriculture, skills development, and livelihood opportunities creation, aiming to improve community members' quality of life and well-being.

**Consultative**

TNCL ensures meaningful and continual engagements with internal and external stakeholders to identify community and district (Local Government Authority) priorities and the needs of the Project-Affected Communities.

CSR initiatives will be planned, implemented, and monitored in a consultative and participatory manner, especially with community members, to promote transparency and build relationships and trust.

**Sustainability**

CSR initiatives will take a holistic approach and contribute positive outcomes for people and the planet. Initiatives will be designed so that their benefits endure throughout the entire lifecycle of the Project without creating any dependency on the Company.

**Partnership**

TNCL recognizes the importance of broader multi-stakeholder cooperation between companies, government, and civil society partners to plan, implement and monitor CSR initiatives. Where relevant, TNCL will seek partnership to positively affect Local Procurement and Local Employment.

**Time and Budget**

The development of the CSR Plan will be in accordance with the timelines stipulated in The Mining (Corporate Social Responsibility) Regulations, 2023 and implemented within the mutually agreed timeframes.

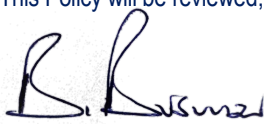
TNCL will allocate CSR budget on an annual basis, in line with the Company's compliance and financial principles and best industry practices.

**Human Rights Based Approach**

Maintain a human rights-based approach in its business activities and supply chain. TNCL will integrate human rights norms and standards into its processes, which are based on principles of empowerment, information sharing, participation, transparency, and accountability, and it will consider the most vulnerable groups.

**Application and Administration:**

This Policy applies to all Tembo Nickel Corporate Social Responsibility initiatives. Tembo Nickel will use its leverage to encourage all its business partners, suppliers, and contractors to adhere to the Tanzanian Corporate Social Responsibility Laws and Regulations. The development of relevant Corporate Social Responsibility Standard Operating Procedures will support the implementation of this Policy. This Policy will be reviewed, as needed, to meet national regulation requirements.



**Benedict Busunzu**  
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