

ENVIRONMENTAL POLICY

Tembo Nickel Company Limited (TNCL) is committed to the goal of sustainable development and is working towards being a producer of sustainably sourced Class 1 nickel, copper and cobalt through hydrometallurgical processing technology which reduces emissions of carbon dioxide and sulphur dioxide to the environment.

Tembo Nickel believes that operating to leading standards of environmental sustainability by reducing our environmental footprint and impact is an integral part of our corporate responsibility. This approach enables us to: Maintain our social license to operate, attract and retain the best people, identify, and act upon business opportunities, and optimize our management of risks.

Tembo Nickel values are based on **SAFETY, RESPECT, HONESTY, and INTEGRITY.**

ENVIRONMENT

Tembo Nickel recognizes that environmental excellence is an integral part of any efficient, successful, and sustainable business. We are aware that our activities may cause a negative impact to the living environment and therefore Tembo Nickel and all its management, will work to respect and protect the environment before, during and after our operations. We will strive for minimal environmental footprint and to be a sustainable operation.

To achieve this Tembo Nickel will:

- Establish, document, and maintain an environmental management system with clearly defined objectives and targets.
- Ensure that the Environmental and Social Impact Statement (ESIS) commitments and principles are adhered to throughout the project's engineering, construction and start-up phases and closure.
- Minimize land, air and water impacts and conserve biodiversity through systematic environmental programs based on environmental risk minimization and adoption during normal, abnormal, and emergency conditions.
- Integrate environmental issues into the decision-making process of all aspects of exploration, mine planning, development, operation, and closure, respecting the heritage and cultural values of the Tembo Nickel community.
- Comply with all applicable laws, regulations, and international standards by regularly monitoring and auditing our performance and maintain an environmental management system based on continuous improvement.
- Involve, educate, and train our employees, contractors, partners and neighboring communities in all aspects of the environment, monitoring and its management.
- Work with government and local authorities together with environmental-focused groups to develop a mutual understanding of the environmental challenges and their best solutions.
- Progressively rehabilitate all the disturbed area to minimize the Tembo Nickel footprint.
- Empower our employees to demonstrate their commitment to sustainability and respect of the environment daily through their actions and involvement in their work.

In implementing this Policy, we will engage with and support our employees, contractors, suppliers, visitors, business partners and local communities in sharing responsibility for meeting our requirements and uphold our Tembo Nickel values.



Benedict Busunzu
Chief Executive Officer

