

# COMMUNITY DEVELOPMENT AND CORPORATE SOCIAL INVESTMENT

Responsible corporate citizenship, as emphasised by King IV, is critical for good corporate governance and there is a global drive to embrace responsible corporate citizenship to ensure sustainable business operations. Pan African recognises its responsibility to be a socially responsible corporate citizen. Through investing in host communities, we support initiatives that benefit communities and promote their sustainable development. Understanding and proactively managing the impact of mining on host communities is integral to the success of our operations.



We are aware that Pan African is an integral part of the communities within which we operate, and consequently, we recognise that our long-term success is based on establishing and maintaining sound and respectful relationships with our stakeholders. Each of our operations have developed programmes aimed at optimising the benefits we offer communities by creating shared value while, at the same time, anticipating and mitigating any potential negative impacts of our activities. Our approach centres on:

- building strong relationships with community members and leaders
- upholding fundamental human rights
- investing in meaningful community upliftment and empowerment projects
- catalysing sustainable development
- respecting cultures, customs and values
- engaging in open and inclusive dialogue.



The objective of the Group community development and corporate social investment policy is to:

- institute and strengthen governance around community development
- develop an accountability framework to monitor and report progress, ensure transparency and enable evidence-based decision-making
- increase cooperation and collaboration between Pan African and its key stakeholders

- ensure that through community development initiatives, Pan African impacts its host communities in a meaningful and positive way
- align community development initiatives towards the Group's mine closure plans
- support the achievement of the Mining Charter's objectives and commitments made in the Group's mining operations' social and labour plans
- support host communities' sponsorship programmes which align with Pan African's values.



The following areas will be the focus of our community development and corporate social investment programmes:

- economic development
  - infrastructure development
  - job creation
  - procurement and enterprise development
  - mentorship for small, medium and micro enterprises
- health
- education
- poverty alleviation
- food security
- women development
- youth development.