



WORKPLACE HIV/AIDS POLICY

Mabiza Resources Limited ("Mabiza") recognizes the seriousness and impact of HIV/AIDS on both the employees and the wider community. It is a known fact that HIV/AIDS threatens and challenges development at individual, family, community and company level with serious negative implications for livelihood, socio-economic development and public health. As part of our Corporate Social Responsibility (CSR) program at Mabiza we will endeavour to operate in a responsible manner to mitigate the negative impact of the HIV/AIDS epidemic.

Mabiza will therefore undertake programs that seek to address the HIV/AIDS epidemic in a positive, supportive and non-discriminatory manner with respect to all stakeholders whether directors, employees, company officials or the wider community.

Mabiza will achieve this through:

- Provision of education and information to employees and the immediate surrounding community within a 20km radius around Munali Nickel Mine;
- Promoting, supporting and conducting HIV/AIDS counselling and testing services;
- Implementation of non-discriminatory employment terms and conditions of appointment for persons with HIV/AIDS;
- Ensuring that employees/community members with HIV/AIDS have the legal right to confidentiality and privacy concerning their health status;
- Provision of support to employees and community members living with HIV/AIDS;
- Networking with relevant stakeholders such as the Government of the Republic of Zambia, established Non-Governmental Organizations, and Faith and Community Based Organizations involved in the fight against HIV/AIDS.

At Mabiza we shall seek to be compliant with the International Labour Organization (ILO) Code of practice and relevant Zambian Legislation not limited to the Employment Act Cap 268; Industrial and Labour Relations Act Cap 269; and Workers Compensation Act Cap 271.

Mabiza will monitor all its activities to ensure benefits and identify areas needing improvement. The company will benchmark with best practices and continuously engage the stakeholders in all its intensions with respect to HIV/AIDS activities to ensure that maximum benefits are realized by all stakeholders.

Signed

Andre Labuschaque

General Manager

Mabiza Resources Limited

Revision No	2021.03.05
Date Approved	2021.03.05