



**OUR COMMUNITIES: STAKEHOLDER
ENGAGEMENT AND COMMUNITY
INVESTMENT**

SPOTLIGHT ON NAMIBIA

Mining projects provide a unique opportunity for contributing to the development of host communities. As a responsible mining company, we provide support and contributions to help local community members develop sustainable communities, focusing on livelihood, education, health and environmental improvement initiatives. We believe that working in a participatory manner with local stakeholders, government and organizations to identify, select and implement projects is the key to successful community development projects.

Every country in which we operate has distinct community development needs, and we have found that the best way to make investment go the furthest is to listen to those on the ground, especially those who will be directly affected. In Mali and the Philippines, we have established governance committees composed of stakeholders, including representation from women and vulnerable groups, which evaluate and select potential projects. In Namibia, committees with a mix of internal and external stakeholders are part of the process. At all of our sites, projects are selected based on regularly updated assessments of community needs.

In addition to targeted development programs, we are also committed to maximizing local and national economic benefits from our contracting and purchasing. In sourcing the goods and services necessary to run our operations, we give preference to local businesses where possible, thus investing in the community directly through procurements that are essential to our operation and simultaneously increasing local interest and investment in our operations.



EduVision

The remote villages of Namibia are unable to attract and retain skilled teachers as they are required to live in areas with harsh environmental conditions, poor infrastructure and limited facilities. As there are no schools in many of these remote areas, children end up leaving their families at the age of five or six to attend inadequate boarding facilities far from their family villages. They are immersed into a new and challenging existence where many cannot cope and drop out of school.

Some 70 km south of our Otjikoto Mine, the Edugate Academy of Otjiwarongo developed the EduVision e-learning platform, with smartboards and dedicated satellite connections, to deliver the benefits of highly qualified teachers to marginalized communities in remote areas.

We became a sponsor of this initiative in 2018, providing funding for several smartboards and the monthly cost of a high-speed satellite link. The EduVision program achieved exceptional results at Tsumkwe High School, its first proof-of-concept school. EduVision has helped drive a dramatic improvement in the school's grades and pass rates. The school jumped almost 100 positions in national ratings based on examination results in the first year alone.

Today, we are working with the Edugate Academy and the Namibian Ministry of Education, Arts and Culture to further expand this program.



Save the San

The San, known as the Ju/'hoansi ("real people"), of the Nyae Nyae Conservancy in northeastern Namibia are the last integrated community of the first nations of southern Africa. They survive on lands which they have had an uninterrupted association with for over thirty thousand years, and on which they still retain the right to hunt and gather by traditional means. Unfortunately, the Ju/'hoansi are heavily threatened by encroachment on their land and cultural pressure.

The school results of the Ju/'hoan community have been a consistent challenge, and Tsumkwe High School had one of the lowest pass rates in the country. Children are sent away to school at a young age, with little support, and are instructed in languages they do not understand. Few Ju/'hoan children make it to high school and none successfully complete high school.

To address this situation, the Ju/'hoansi Development Fund was set up to raise funds to build five remote village schools over the next four years, at sites selected by the Ju/'hoan Traditional Authority and the Nyae Nyae Conservancy. These schools are designed with careful consideration of cultural and environmental factors and provide an opportunity for students to learn in their mother tongue. To date, eight Ju/'hoan teachers have been trained in their language at the University of Namibia, providing a group of native-speaking teachers for the schools and making education more accessible for San children.

We are supporting the project through contributions to salaries, transportation and the supply of other crucial equipment.

Driven by a commitment to operate with fairness, respect, transparency and accountability, we support local stakeholders to identify and implement community development projects. We believe it is our responsibility to share benefits and aim to leave a positive legacy with communities that will last beyond the life of our mines. We hope to attain this by listening, engaging, and then delivering, ensuring promises made are kept.