

# Economic Displacement and Livelihoods Restoration Policy

Mining Mineral Resources S.A.S.

Document Number: PLPBSP22\_042

Last Edited: February 2025

Prepared by: MMR Compliance Department

Category: Public

Revision: 1.2

## Purpose

This policy establishes MMR's commitments in managing economic displacement caused by our operations. Our objective is to ensure affected individuals and communities do not experience a net negative impact on their livelihoods. We commit to fair, transparent, and sustainable compensation and restoration efforts aligned with international best practices.

## Scope

This policy applies to all MMR operations globally, including subsidiaries, joint ventures, and contractors. Compliance will align with local legal requirements and international frameworks, such as the **International Finance Corporation (IFC) Performance Standards** and the **United Nations Guiding Principles on Business and Human Rights**.

To enforce compliance, MMR shall conduct regular audits and require contractual commitments from subsidiaries and contractors.

## Policy Principles

### 1. Compliance with Legal and International Standards

- MMR shall fully comply with all applicable local, regional, and national laws regarding economic displacement and compensation.
- Where local laws do not provide adequate protection, MMR shall adhere to international best practices.

### 2. Identification and Impact Assessment

- MMR shall conduct **socio-economic assessments** before any project to identify at-risk individuals and communities.
- These assessments will analyze **livelihood impacts** and inform mitigation strategies.

- Assessments shall be participatory, ensuring affected stakeholders contribute to identifying solutions.

### 3. Compensation and Livelihood Restoration

- Economically displaced individuals and communities shall receive **fair and timely financial compensation**, exceeding minimum legal standards when necessary.
- Compensation shall be based on loss of income, assets, and access to resources, using transparent valuation methodologies.
- Compensation benchmarks shall align with IFC Performance Standards and other international frameworks.
- Compensation packages will be developed **in consultation with affected communities**.

### 4. Livelihood Restoration Program (LRP)

Beyond financial compensation, MMR shall implement a **Livelihood Restoration Program (LRP)** to support sustainable livelihoods, including:

- Vocational training and small business development support.
- Access to microfinance and credit facilities.
- **Agricultural assistance**, including access to land, tools, and inputs where relevant.
- Ongoing support and capacity-building to ensure program sustainability.

### 5. Stakeholder Engagement

- MMR shall engage in **continuous, transparent dialogue** with affected communities, local authorities, and other stakeholders.
- Compensation and restoration options shall be communicated in **clear, accessible formats**.
- Community meetings, advisory panels, and periodic consultations will ensure meaningful participation in decision-making.

### 6. Monitoring and Evaluation

- MMR shall establish a **monitoring system** to track the effectiveness of compensation and restoration efforts.
- **Independent assessments** will be conducted periodically to ensure no net negative impact occurs.
- **Key Performance Indicators (KPIs)** will measure success and drive continuous improvement.

### 7. Grievance Redress Mechanism

- MMR shall ensure displaced individuals have access to a **transparent, responsive grievance mechanism**.
- This mechanism shall align with MMR's broader grievance framework, ensuring **fair and timely** resolution.
- Grievance procedures will be accessible, confidential, and free of retaliation risks.
- The grievance resolution process shall include **clear response timelines** and **independent oversight mechanisms** to ensure impartiality.

## 8. Governance and Accountability

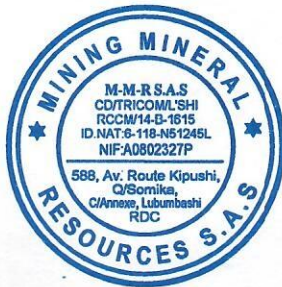
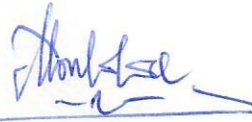
- The Corporate Social Responsibility (CSR) Department shall oversee policy implementation.
- The **Sustainability and Compliance Committee** shall report progress to the Executive Leadership Team and Board of Directors.
- All employees, contractors, and partners are required to **adhere to this policy**.

## Review and Amendments

This policy shall be reviewed annually by the **Sustainability and Compliance Committee** to ensure effectiveness. Amendments shall be made as necessary to reflect regulatory changes, industry standards, and operational adjustments. Revisions require approval from the **Board of Directors**.

### Authorized Representative:

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NEXT REVIEW: FEBRUARY 2026