

Communities Policy

Approved by the Board with effect from 30 January 2023

1. Purpose

- 1.1 This Policy outlines the commitment of OreCorp Limited (**Company**) to respecting its host communities throughout all stages of the Nyanzaga Gold Project (**Project**).

2. Scope

- 2.1 This Policy applies to all directors, senior management, employees, contractors and supply chain partners of the Company and each of its subsidiaries, including Sotta Mining Corporation Limited (collectively, the **Group**).

3. Policy Commitments

3.1 Community Impacts

- (a) Strive to avoid negative social and environmental impacts or minimise such impacts where they are unavoidable
- (b) Develop and execute management systems to identify, assess, control and review the impact of our operations on host communities
- (c) Ensure that host communities can access meaningful opportunities from our business, such as employment, training and procurement opportunities for local businesses
- (d) Avoid or significantly reduce potential health and safety impacts on the host communities
- (e) Develop, update and test emergency response plans in collaboration with all stakeholders who might be impacted
- (f) Comply with all relevant international and local laws and regulations

3.2 Resettlement

- (a) In accordance with existing legislation and good international industry practice, compensate individuals whose land and property are acquired for the operation of the Project

- (b) Implement a resettlement action plan (RAP) and livelihood restoration plan (LRP) that comply with good international industry best practice (GIIP)
- (c) Implement a resettlement stakeholder engagement plan (RSEP)

3.3 Stakeholder Engagement

- (a) Participate in open and transparent consultation, recognising that stakeholders have the right to be informed in a meaningful way
- (b) Provide appropriate and relevant information, ensuring affected people have access to information in a format and language that is readily understandable
- (c) Build trustworthy relationships with stakeholders through regular engagement and delivering on commitments
- (d) Show respect for the cultural context and political and social backgrounds of stakeholders
- (e) Protect the safety of stakeholders and avoid any manipulation, intimidation and/or coercion of stakeholders.
- (f) Respect human rights and dignity
- (g) Undertake inclusive and equitable consultation, by allowing participation by people of diverse backgrounds, perspective and experience, and ensuring active engagement of marginalised groups
- (h) Implement a fair and effective grievance mechanism that is clear, understandable and culturally appropriate

4. Policy Communication

- 4.1 The Company will communicate this Policy to all directors, senior management, employees, contractors and supply chain partners of the Group.

5. Transparency and Reporting

- 5.1 The Company will report information relating to engagement with host communities in an annual Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards.

6. Responsibilities

- 6.1 The Board is responsible for ensuring the effective management of the Group's relationship with host communities. Implementation of this Policy is the responsibility of senior management.

7. Review

- 7.1 This Policy shall be reviewed regularly and at least annually by the Board to ensure that it is operating effectively and to ascertain whether changes are required.