



Black Mountain Mining (Pty) Ltd

 black mountain complex	HEALTH SAFETY AND ENVIRONMENTAL COMPLIANCE	Doc #	BMM-HSE-GEN-POL-0002
		Version #	6
		Implementation Date:	2015/05/01
Approval / Owner:	HSE Manager	Last Reviewed/Update Date:	2024/09/09
Author:	Environmental Officer	Sanction:	General Manager
STAKEHOLDER ENGAGEMENT POLICY			

Black Mountain Mining (Pty) Ltd is a base metal producer that operates underground mines and a processing plant in the Bushmanland region of the Northern Cape Province of South Africa. Copper, Lead and Zinc concentrates are produced for sale to local and international markets.

Black Mountain Mining (Pty) Ltd believes in respecting people's culture and heritage by treating them with dignity and care. Promote and maintain open and constructive dialogue and good working relationships with employees, local communities, regulatory agencies, business organisations and other affected and interested parties. To achieve this fundamental believe in building strong and enduring relationships with its stakeholders and gaining broad community support based on trust, transparency, integrity and meaningful dialogue. Black Mountain Mining (Pty) Ltd recognises that a comprehensive understanding of its stakeholders, coupled with proactive and consistent stakeholder engagement is both a responsibility and a necessity to manage our impacts and to foster constructive relationships, with stakeholders at all levels of our organisation from Group to individual sites. Black Mountain Mining (Pty) Ltd realises that all issues are represented by its stakeholders and in order to develop materiality of issues to be managed, these stakeholders have been defined, namely shareholders, lenders, employees, communities, industry, governments and interested third parties. We have established a continuous improvement sustainability model with three key pillars that are mutually dependent, beginning with responsible stewardship leading to strong relationships and finally adding value. In line with this, Black Mountain Mining (Pty) Ltd will:

- Comply with or exceed the statutory obligations in all jurisdictions in which it operates and to uphold stakeholder engagement requirements aligned with national and international regulations as applicable;
- Produce a Stakeholder Engagement Plan and assign clear roles and responsibilities for stakeholder engagement ensuring that appropriate personnel with relevant backgrounds are deployed to undertake this work. Employees will be trained in the importance of stakeholder engagement, incident reporting processes and key contacts for any queries. Management will be sufficiently engaged in the process, maintaining overall responsibility for the outcomes;
- Identify all stakeholders who are directly or indirectly affected, likely to be affected or who may have actual or perceived concerns or otherwise an interest in Black Mountain Mining (Pty) Ltd operations and our business activities. This process is conducted at the group level to identify macro-stakeholders as well as for each individual business unit/site and where each process informs the other, and resulting in a stakeholder Register incorporating elements in the remainder of this policy;
- Seek broad community support through understanding how stakeholders may be affected either directly or indirectly and which issues are important to them in order to determine issues and their materiality to the stakeholder and the business, and to identify the content and level of engagement which is appropriate for each individual or group;
- Consider individuals and groups who may be differentially or disproportionately affected by operations and projects, including men and women, ethnic minorities and vulnerable groups. Black Mountain Mining (Pty) Ltd will ensure that communication routes are in place for interested and affected groups to ensure comprehensive stakeholder representation and will ensure that all stakeholder engagement is free of manipulation, coercion or intimidation;
- Engage with stakeholders on a basis of free, prior and informed consultation, using means of consultation which are mutually agreed with stakeholders at the earliest opportunity. Engagement methods will be in local languages, timely, relevant, understandable and in a format which is accessible and culturally appropriate;
- Ensure that stakeholders and their representatives have accessible and appropriate mechanisms to communicate with Black Mountain Mining (Pty) Ltd when any issues arise outside of routine stakeholder engagement processes including any questions, concerns, or grievance. Mechanisms provided will be easily accessible and at no cost to the stakeholder.
- Record and track any stakeholder engagement activities including meetings, questions, agreements or promises, grievance, incidents or other relevant information, to ensure they are addressed in a timely manner. All complaints and incidents will be investigated and the outcomes communicated to relevant stakeholders wherever feasible;
- Seek feedback from stakeholders on consultation and participation processes wherever required so that improvements can be made where necessary. We will publish information on our stakeholder Register and engagement exercises, where appropriate, such as Vedanta's annual Sustainable Development Report.

Authorisers		10 Sep 2024
	Black Mountain Mine General Manager	Date