

## **ZIMPLATS STAKEHOLDER ENGAGEMENT POLICY**

The Zimplats Stakeholder engagement policy is aligned with:

- Our vision to be the best platinum company producing a million platinum ounces per annum whilst generating superior returns for the benefit of our shareholders, employees and Zimbabwe.
- Our corporate values
- Our aspiration to be one team, one vision with pride
- Our sustainable business development policy to institute policies that entrench and uphold fundamental human rights
- Our sustainable business development policy to maintain and develop effective relations with the community in which we do business

### **1 Scope**

This policy is applicable to all Zimplats operations in Zimbabwe.

### **2 Objectives**

The objective of this policy is to optimise relationships with all our internal and external stakeholders, to enable Zimplats to operate in an environment that is free of unmanageable conflicts and conducive to achieving its business objectives. Building long term, stable and mutually beneficial relationships are vital to Zimplats.

### **3 Definition of stakeholders**

A stakeholder is defined as any person or body with a direct or indirect interest in Zimplats or with the ability to affect the Zimplats operations or who is required to be informed about Zimplats operations.

### **4 Multi stakeholder model**

Whilst our primary responsibility is to our shareholders, this duty cannot be fulfilled without regard to the interests of other stakeholders including but not limited to the following:

#### **4.1 Internal Stakeholders**

- Employees and their representative bodies.
- Zimplats Board-The board is required to make strategic decisions and must be well informed on factors which may affect its decisions and impact on represented interests.

#### **4.2 External Stakeholders**

- Local, Provincial and National Governments make decisions and policies that impact directly on operations, develop regional growth and development strategies, and are concerned with the impact operations have on the local communities (including Mhondoro-Ngezi; and Selous).

- Media influences the image of the company
- Investors are concerned about the sustainability of the operations and need to be well informed about policies and strategies
- Local communities are directly affected by the operations in terms of work opportunities, environmental impact, and development opportunities.
- Civic society, NGO's and pressure groups etc influence policies and decisions and for these reasons it's important to be aware of their concerns.

## **5 Stakeholder engagement principles**

Zimplats is committed to the following principles to achieve sound stakeholder engagement

- To be a good corporate citizen and always endeavour to engage its diverse group of stakeholders in a professional manner with integrity and respect to know all its stakeholders and endeavour to understand their views, perspectives, needs and concerns and jointly find ways to address those within the company's capacity.
- To formulate, create or enhance existing forums in conjunction with the stakeholders. These forums must be representative of stakeholders who directly or indirectly affect or are affected by the company's operations. This will create consistency across Zimplats operations and ensure the effective, efficient and consistent engagement of stakeholders.
- To understand stakeholders' limitations and capabilities and act with care and diligence in delivering commitments made to them and these should be based on agreed actions.
- To build capacity within our stakeholders, where necessary and by mutual agreement, to enable them to fully participate and deliberate in issues that affect them.
- To be open and honest in disclosure of information and give clear, accurate, timely and relevant information to maintain a trustworthy relationship.
- To act at all times and behave in a manner that upholds Zimplats values, thereby ensuring a good reputation with our stakeholders.

**Alex Mhembere**

Group Chief Executive

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