



CORPORATE SOCIAL RESPONSIBILITY POLICY (CSRP)

Capricorn is committed to maintaining the highest standards of corporate social responsibility in its business activities. We will implement management systems to continually improve performance in accordance with international codes and standards:

Corporate Social Responsibility Management

Our documented management system will:

- Promote sound industry practice in all our dealings with stakeholders of our business including application of our Code of Ethics.
- Contribute to economic and social development and make a positive contribution to the UN Sustainable Development Goals, UN Global Compact and the Extractive Industries Transparency Initiative.
- Comply with all applicable laws, regulations and other employment standards.
- Consult with and respond to the genuine concerns and grievances of our stakeholders in a timely manner.
- Behave with honesty and integrity in all our activities and relationships with others and reject bribery and corruption in all its forms.
- Set objectives and targets for improving our corporate social management and performance including monitoring and reporting openly on the assessment of our risks, opportunities, impacts and performance
- Ensure that we have competent resources and skills necessary to achieve our corporate social commitments and that everyone understands and follows ethical practices including sharing of knowledge, training our people and improving awareness of stakeholders.

Human Rights

In all our activities we will:

- Respect, support and promote internationally recognised human rights standards wherever we operate and seek to ensure non-complicity in human rights abuses aligned with the UN Guiding Principles on Business and Human Rights.
- Identify, assess, prevent or mitigate adverse human rights impacts resulting from or caused by our business through effective due diligence and mitigation processes.
- Maintain zero tolerance of all forms of modern slavery and not be complicit in the use of forced, compulsory, bonded or child labour or any form of human trafficking.
- Provide human rights training to our personnel and actively promote awareness of human rights issues with our stakeholders.

Employees

Capricorn will:

- Respect the rights and dignity of every employee and treat them fairly and without discrimination promoting equal opportunity and diversity.
- Recognise employees' individual and team contribution, rewarding them appropriately and encouraging team working and the sharing of knowledge and information throughout the organisation.
- Consult and involve our employees and their representatives respecting and upholding freedom of association and the right to free collective bargaining.

Local Communities

We are committed to our communities and will:

- Respect the rights of indigenous peoples in all countries in which we operate and seek their Free, Prior and Informed Consent (FPIC).
- Assist in local community programmes where we operate, in consultation with local government, the public and our stakeholders.
- Assess and address the potential impacts of activities, both positive and negative at appropriate stages in operations, setting objectives and targets for improving our social responsibility management and performance to reduce and mitigate any risks or impacts.
- Protect and support cultural heritage.
- Ensure that appropriate and accessible mechanisms are in place for those affected by our operations to raise and address grievances, learning lessons from any issues or grievances raised.

Suppliers and Business Partners

- Ensure that contractors and suppliers are aware of and conform with our Code of Ethics, policies and standards.
- Where necessary, work with contractors and suppliers to improve their own understanding and application of ethical business behaviours and practices.
- Use our leverage and influence with suppliers and business partners to promote high standards of ethical business behaviours.

Accountability for this Policy lies with the CEO and Board. Responsibility for compliance with Capricorn's Corporate SR Policy and standards lies with its officers, Directors, Managers and staff.

Simon Thomson
Chief Executive

Effective: October 2021 - October 2022