



SOCIAL RESPONSIBILITY POLICY

Respect and Integrity – Excellence – Know-How – Teamwork

This policy constitutes SEMAFO's commitment to social responsibility and outlines its guiding principles in this regard. SEMAFO is committed to promoting social responsibility by continually improving its knowledge, understanding of the challenges, and actions. SEMAFO's mission is two-fold, consisting of a corporate mission and a humanitarian mission; as such, in the countries in which it operates, SEMAFO seeks to establish environments that are conducive to improving living conditions through investments in community projects, job creation, training, and improving the quality of life of the people and communities.

SEMAFO and its expatriate employees are guests in their host countries and must assume their responsibilities toward the local communities and the environment. SEMAFO recognizes the fundamental importance of its employees, both in terms of their health and safety (see Health and Safety Policy) and in terms of their well-being, and their working conditions. SEMAFO's employees and contractors are also committed to respecting the environment (see Environmental Policy) and the neighboring communities. This policy helps to uphold our values and benefits all of SEMAFO's employees, communities in which we operate, suppliers and shareholders.

We encourage and recognize that each employee must actively support this policy and take part in the implementation of the following guiding principles:

- Support management's commitment to the creation of a culture of sustainability, such that it is reflected in our operations and in our management and decision-making processes
- Motivate employees to strive for continual improvement in environmental protection, community development, and economic performance
- Raise employee and supplier awareness to respect the communities in which we operate, human rights, as well as local cultures and values
- Identify and manage, within our circle of influence, the risks related to human rights
- Whenever possible, and in keeping with our mining agreements, promote the employment of local personnel at our mining sites and raise supplier awareness to do the same
- Respect freedom of association and the right to collective bargaining
- Work with local communities and other stakeholders to develop economic opportunities and productive alternative projects by developing long-term skills
- Establish lasting relationships with communities, based on mutual respect and trust, in order to attain common objectives
- Raise supplier and contractor awareness with respect to the spirit of this policy

- Promote open, transparent communication in order to build lasting relationships with our stakeholders, to achieve improvements, and to create long-term value in matters of social responsibility
- Implement sound corporate governance, transparency, and fairness practices, and
- Periodically, but at least annually, submit a report on SEMAFO's social responsibility achievements to the Environmental, Health and Safety and Sustainable Development Committee.