



## ENVIRONMENTAL POLICY

### Respect and Integrity – Excellence – Know-How – Teamwork

This policy constitutes SEMAFO's commitment to the environment and outlines its guiding principles in this regard. SEMAFO is committed to promoting respect for the environment by continually improving its knowledge, understanding of the challenges, and actions.

SEMAFO recognizes that appropriate environmental management is essential to the proper carrying out of mining operations and activities. As such, our goal is to minimize the environmental impacts of our processes and activities. SEMAFO makes every effort to protect the environment against the risks that may arise from its activities and encourages any action that contributes towards the responsible management of natural resources. This policy helps uphold our values and benefits all of SEMAFO's employees, suppliers, shareholders, and the communities in which it operates.

Similarly, in light of the global challenges posed by climate change, SEMAFO recognizes that its activities have the potential to generate greenhouse gas emissions and as a result, may contribute to the phenomenon of climate change. SEMAFO is committed to working with stakeholders to promote actions that contribute to increased energy efficiencies, including adopting a management approach to reduce its emissions. This policy helps uphold our values and benefits all of SEMAFO's employees, suppliers, shareholders, and the communities in which it operates.

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

- Make the environment an integral part of the management and decision-making process and incorporate environmental criteria into the design of projects, whether they be construction projects, transformations of structures, or material and equipment purchases
- Implement an effective environmental management system by setting environmental practices, in particular a) limiting pollution, greenhouse gases and other emissions, b) encouraging the careful use of water, power and other natural resources, c) limiting waste and disposing of waste in a responsible manner, d) reducing, reusing and recycling resources
- Restore environments affected by our mining operations, returning them as much as possible to their natural or original state and ensure the long-term safety and stability of the land once our activities have ceased
- Provide all employees with the tools, expertise and training needed to apply this policy and to motivate them to take responsibility for complying with the environmental management system when performing their duties
- Comply with applicable environmental regulations
- Sensitize employees, suppliers and entrepreneurs to adhere to our environmental management system and to respect the spirit of this policy
- Implement risk analysis programs as well as emergency measures plans

- Carry out environmental audits, both internally and externally, to determine the level of compliance with our environmental management and with this policy
- Implement mechanisms to monitor regulations and consult with stakeholders in order to stay apprised of environmental regulations that may affect operations, and
- Periodically, but at least annually, submit a report on SEMAFO's environmental achievements to the Environmental, Health & Safety and Sustainable Development Committee.