



SOCIAL POLICY



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At **FACOR**, we are committed to ensuring social well-being and adding value to communities. Respect for human dignity lies at the core of our business philosophy and business operations. We will manage our businesses in a fair and equitable manner to meet all our social responsibilities as a direct and indirect employer and to respect the rights of our stakeholders.

FACOR will:

- comply with or exceed the legislative requirements in all jurisdictions in which we operate and develop systems to identify, manage, and mitigate risks and adverse impacts on communities and environment;
- avoid involuntary resettlement, where feasible, and consider displacement only when business requirements make it unavoidable. We seek to adopt and implement best possible measures to restore and potentially improve the quality of life and standard of living of displaced persons and communities;
- foster leadership, learning and growth to deliver value to the organization and society in a socially responsible manner and provide resources to meet social responsibility objectives and targets;
- respect the social, economic, cultural and human rights of communities and seek broad-based support for our operations by consulting and informing stakeholders in matters that affect them;
- regularly communicate with our stakeholders on social performance in an accurate, transparent and timely manner;
- adopt sustainable development as an integral part of the business plan and put in place an appropriate institutional structures to plan and implement community development initiatives, prioritizing local needs and long-term sustainable benefits to communities.

This policy is part of the **FACOR** Sustainability system and **FACOR** shall implement this policy and its related technical and performance standards. Business leaders will be held accountable for social performance and line managers are responsible for the full implementation of the related social performance standards. We will measure and report performance on a periodic basis including the sharing of good practices throughout the organization. The content and implementation of this policy will be reviewed periodically.

CHIEF EXECUTIVE OFFICER

1st NOVEMBER 2021