



## Indigenous Peoples Vulnerable Tribal Group Policy



DOC. NO. FACOR-POL-09

Issue No.: 01

Issue date: 22.07.2022

Revision date : --

Revision No.: 00

### Indigenous Peoples Vulnerable Tribal Group Policy

At FACOR, we recognize, promote, and protect the rights and freedoms of Indigenous Peoples in area of our operations. We are guided by UN Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples.

FACOR will:

- Follow IFC and local government guidelines when identifying IP/ VTGs who may be impacted by operations;
- Respect the dignity, human rights, aspirations, cultures and natural resource-based livelihoods of IP/VTGs;
- Avoid adverse impacts on identified IP/VTGs to the extent possible; where adverse impacts occur, ensure mitigation hierarchy is applied;
- Engage with and consult with IP/VTGs in a transparent and culturally appropriate manner;
- Create avenues for IP/VTGs to achieve fair and sustainable benefit-sharing;
- Work to obtain the free, prior, informed consent (FPIC) of IP / VTGs when projects are located on traditional or customary lands;
- Provide training to employees involved in dealing with issues related to IP/VTGs;

This policy is part of the FACOR Sustainability Framework, and each FACOR business shall implement this policy and its related technical and performance standards. Business leaders will be held accountable for Indigenous Peoples rights related performance and line managers are responsible for the full implementation of the Indigenous Peoples related standard. 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**

**1<sup>st</sup> NOVEMBER 2021**