



COMMUNITY ENGAGEMENT POLICY

EER is committed to developing long lasting, mutually beneficial relationships with the communities in which we operate. In doing so, we comply with all relevant local, national and international laws and regulations. From the outset, we will involve community leaders and other stakeholders in planning for the avoidance of negative social and environmental impacts, for sustainable community development and empowering the communities to improve quality of life.

EER respect indigenous communities:

- We respect the distinct cultures and rights of indigenous communities throughout project life cycles
- We avoid re-settlement where possible and respect property rights of individuals and communities. Where re-settlement is necessary, we will work with those affected to find alternative settlements that meet or exceed their expectations, and offer appropriate financial compensation if this proves not to be possible.

EER contribute to communities' sustainable development:

- We strive to hire and train members of local communities, aiming to leave a long term legacy of skills and employment, which aims to build economic capacity independent of EER
- We prioritise local suppliers, with a particular view to supporting potentially disadvantaged groups and those with limited access to economic opportunities
- We support the development of local businesses and economic clusters, with the aim of leaving a legacy of employers that become increasingly independent of EER
- We ensure all projects formally involve the communities in identifying development needs, allocating funds and implementing development programmes, focussing on education, healthcare and economic empowerment

EER are involved in the community:

- We engage with local communities in open, proactive dialogue throughout the project life cycle, in particular as part of the planning process
- We conduct Environmental and Social Impact Assessments to help us identify and understand the potential social, environmental and economic impacts of our projects, including community feedback, and address the results during planning and operational decisions

- We involve the local communities in developing and implementing emergency response procedures

EER support human rights:

- We support human rights of employees and community stakeholders that are consistent with the Universal Declaration of Human Rights
- We actively seek to ensure we are not complicit in human rights abuses committed by others.

Endorsed by the Board of Directors of Energy Equity Resources

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Osamede Okhomina
Chief Executive Officer
November 2013