



Zamin Group
CODE OF DONDUCT

Version: 2024.04

Code of Conduct



At Zamin Group, we are committed to conducting our business integrity, responsibility, and adherence to the highest ethical standards. Our Code of Conduct serves as a guide for all employees, contractors, suppliers, and partners, outlining the principles and standards that govern our operations.

1. Compliance with Laws and Regulations:

We will comply with all laws, regulations, and industry standards relevant to our regions and operations.

We will obtain and maintain all necessary permits, licenses, and approvals required for our activities.

2. Health and Safety:

We prioritise the health and safety of our employees, contractors, and communities.

We will provide a safe working environment and adhere all applicable occupational health and safety regulations.

3. Environmental Responsibility:

We are committed to minimising our environmental impact and promoting sustainability.

We will comply with all applicable environmental laws and regulations, striving to reduce our carbon footprint and protect natural resources.

4. Respect for Human Rights:

We respect the human rights of all individuals affected by our operations, including employees, communities, and indigenous peoples.

We will respect principles of equality, non-discrimination, and fair treatment in line with laws and conventions.

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5. Ethical Business Practices:

We conduct our business with honesty, integrity, and transparency.

We will not engage in bribery, corruption, or unethical behavior, adhering to standards of corporate governance and ethics.

6. Fair Employment Practices:

We provide equal opportunities for all employees and applicants, in accordance anti-discrimination laws where applicable.

We promote diversity and inclusion in our workforce and foster a culture of respect and equality.

7. Community Engagement and Development:

We engage with local communities to understand their needs and concerns.

We will contribute to the economic and social development of communities where we operate, aligning with principles of corporate social responsibility.

8. Supply Chain Responsibility:

We expect our suppliers and contractors to uphold ethical, environmental, and social standards.

We will collaborate with our supply chain partners to promote responsible sourcing and procurement practices.

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9. Reporting and Accountability:

We encourage transparent reporting of any violations of this Code of Conduct.

We will investigate reported violations promptly and take appropriate corrective actions, in compliance with labour and employment laws where we operate.

10. Commitment to Continuous Improvement:

We are committed to improving our environmental, social, and governance performance.

We will set measurable targets to monitor our progress and strive for excellence in all aspects of our business, in alignment with best practices for sustainable development.

Adherence to this Code of Conduct is fundamental to maintaining the reputation and integrity of Zamin Group, and to contributing positively to the communities and environments in which we operate.

11. Mining Operations and Best Practices:

We will conduct mining operations in accordance with best practices, considering the environmental and social impacts.

We will implement measures to mitigate environmental degradation, such as land reclamation and water management, consistent with mining regulations and guidelines where we operate.

12. Mineral Rights and Indigenous Rights:

We respect the legally set rights of indigenous peoples and local communities to their lands and resources.

We will engage in meaningful consultation and seek the free, prior, and informed consent of indigenous peoples and affected communities in accordance local laws and international standards.

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13. Transparency in Mineral Sourcing:

We will maintain transparency in mineral sourcing and supply chain traceability.

We will ensure that minerals sourced from conflict-affected or high-risk areas comply with international standards, such as the OECD Due Diligence Guidance, and adhere to the EU Conflict Minerals Regulation.

14. Mine Safety and Emergency Preparedness:

We will prioritise the safety and well-being of our workers and communities.

We will establish and maintain robust safety protocols, emergency response plans, and risk management systems in compliance with local mining safety regulations.

15. Responsible Closure and Rehabilitation:

We will plan for responsible closure of mining sites from the outset of Operations.

We will allocate resources for mine closure, including environmental rehabilitation and community transition programs, following local closure guidelines and requirements.

16. Stakeholder Engagement and Grievance Mechanisms:

We will engage with stakeholders, including local communities, governments, and NGOs, in a transparent and inclusive manner.

We will establish grievance mechanisms to address concerns and complaints from stakeholders, ensuring access to remedy and resolution in accordance with local standards.

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17. Management of Mining Waste and Tailings:

We will manage mining waste and tailings responsibly to minimise environmental risks.

We will implement measures for safe storage, treatment, and disposal of mining waste and tailings, adhering to local regulations and industry best practices.

18. Training and Capacity Building:

We will invest in training and capacity building for our workforce to enhance skills and knowledge in mining operations, safety, and environmental management.

We will support local hiring and skill development initiatives to promote economic empowerment and sustainable development in mining regions.

19. Sustainability Commitment:

We are committed to promoting sustainability in all aspects of our mining operations.

We will strive to minimise our environmental footprint, conserve natural resources, and promote biodiversity conservation in accordance with local sustainability goals and international standards.

20. Decarbonisation Efforts:

We recognise the urgent need to address climate change and reduce greenhouse gas emissions.

We will implement measures to minimise carbon emissions from our mining operations, including energy efficiency improvements, transitioning to renewable energy sources, and exploring opportunities for carbon capture and storage technologies.

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21. Renewable Energy Integration:

We will prioritise the use of renewable energy sources, such as solar, wind, and hydropower, to power our mining operations where feasible.

If applicable, we will invest in renewable energy infrastructure and explore partnerships with renewable energy providers to accelerate our transition to a low-carbon future.

22. Carbon Neutrality Targets:

We will set ambitious targets to achieve carbon neutrality in our mining operations, taking into account Scope 1, 2, and 3 emissions.

We will regularly monitor and report our progress towards carbon neutrality, transparently disclosing our emissions data and reduction initiatives.

23. Sustainable Supply Chain Management:

We will work collaboratively with our suppliers and contractors to promote sustainability throughout our supply chain.

We will prioritise sourcing materials and equipment from suppliers with strong environmental and social performance, and encourage the adoption of sustainable practices in the extraction and production of raw materials.

24. Circular Economy Principles:

We will embrace circular economy principles to minimise waste generation and maximise resource efficiency.

We will explore opportunities for resource recovery, recycling, and reuse of materials in our mining operations, contributing to a more sustainable and resilient economy.

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25. Stakeholder Engagement on Sustainability:

We will engage with stakeholders, including investors, communities, and environmental organisations, to advance sustainability goals and foster dialogue on environmental stewardship.

We will seek feedback and input from stakeholders on our sustainability strategies and initiatives, promoting transparency and accountability in our sustainability efforts.

26. Continuous Improvement in Sustainability Performance:

We are committed to continuous improvement in our sustainability performance.

We will set measurable targets and benchmarks to track our progress towards sustainability goals, and regularly review and update our Code of Conduct.



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