

COMPLIANCE POLICY



# Community and Social Policy

*Customs Clearance, Transit & Logistics — Ex-Grand Katanga, D.R. Congo*

<b>Document Title</b>	Community and Social Policy
<b>Document Owner</b>	CORRIDEX SARL — Management
<b>Version</b>	1.0
<b>Effective Date</b>	[DATE]
<b>Review Cycle</b>	Annual, or upon regulatory change
<b>Applies To</b>	All employees, contractors, agents, and representatives of CORRIDEX SARL

## 1. Purpose

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CORRIDEX SARL has operated in the ex-Grand Katanga region since 2010 and recognises that its activities — vehicle movements, border operations, and warehousing — take place within communities that host, and are affected by, our presence. This Policy sets out CORRIDEX's commitment to being a responsible and constructive presence in Lubumbashi, Kolwezi, Likasi, Kasumbalesa, Sakania, and any other community where the Company operates.

## 2. Our Approach to Community Relations

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- We aim to be a transparent, respectful, and predictable neighbour in every location where we operate — not a source of disruption, road safety risk, or environmental harm.
- We listen to community concerns related to our operations and respond in good faith.
- We prioritise local employment and local supplier relationships where consistent with the skills, safety, and quality standards our clients expect.

## 3. Local Employment and Economic Contribution

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Wherever practical, CORRIDEX favours hiring and training personnel from the communities in which it operates, and engaging local transport subcontractors who meet the Company's safety and reliability standards. This reflects both a practical commitment to the regions that have supported CORRIDEX's growth since 2010, and a recognition that capable local partners strengthen the long-term resilience of our operations.

## 4. Road Safety and Community Impact

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Heavy vehicle traffic associated with mining logistics is a significant feature of life in Lubumbashi, Kolwezi, and along the corridor routes. CORRIDEX takes this impact seriously:

- Drivers operating on CORRIDEX shipments are expected to drive considerately through populated areas, near schools, and at marketplaces.
- We support, and expect our subcontractors to support, safe driving behaviour that protects pedestrians and other road users.
- Community complaints relating to dangerous or inconsiderate driving by a vehicle operating on a CORRIDEX shipment will be investigated and addressed with the relevant transporter.

## 5. Engagement and Communication

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CORRIDEX aims to maintain open channels of communication with local authorities and community representatives in the areas where it operates, particularly around border posts where traffic volumes and community impact are greatest. Where CORRIDEX activity is expected to have a notable impact on a community (for example, sustained increases in vehicle movements), the Company will seek to communicate this in advance where practical.

## 6. Charitable and Community Contributions

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CORRIDEX may, from time to time, support local community initiatives, in a manner that is transparent, properly recorded, and never used to influence a business or regulatory decision (see the Anti-Bribery and Anti-Corruption Policy, which governs all contributions and gifts).

- Contributions are made through identifiable, legitimate organisations or initiatives, not informal cash payments to individuals.

- Decisions on community contributions are made by management and documented in the Company's records.

## 7. Respect for Local Culture and Practice

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Employees and representatives of CORRIDEX, including those new to a region or community, are expected to conduct themselves with cultural awareness and respect for local customs, traditions, and authority structures, consistent with the standards set out in the Code of Conduct.

## 8. Grievance and Feedback Mechanism

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### HOW COMMUNITIES CAN RAISE A CONCERN

Any community member, local authority, or third party with a concern about CORRIDEX's operations — road safety, environmental impact, or conduct of drivers or staff — may raise it directly with CORRIDEX management at its Lubumbashi or Kolwezi office.

CORRIDEX will acknowledge and review all reasonable concerns raised in good faith and respond within a reasonable timeframe.

## 9. Review

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This Policy will be reviewed annually and updated as CORRIDEX's footprint grows, including as the Company develops activity along new corridors such as the Lobito Corridor through Angola.

### Acknowledged by:

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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