

Nicdox Resources Limited – Local Community Involvement Policy

Effective Date: 26th May, 2025

Approved by: Executive Management

Applies to: All Nicdox operations, subsidiaries, contractors, and project partners

1. Policy Statement

Nicdox Resources Limited is committed to building respectful, mutually beneficial, and sustainable relationships with the communities in which we operate. We recognize that the success and long-term sustainability of our projects depend on maintaining the trust and support of local communities. Through this policy, we commit to **inclusive engagement, capacity building, local development, and transparent communication** with our host communities.

2. Objectives

- To establish proactive, transparent, and respectful relationships with local communities
- To contribute positively to local economic and social development
- To ensure that community concerns, expectations, and rights are recognized and addressed
- To minimize and mitigate the social and environmental impacts of our operations
- To align our efforts with national development goals and local aspirations

3. Guiding Principles

Our approach to community involvement is guided by:

- **Respect:** Recognizing the customs, cultures, and values of local communities
- **Inclusion:** Ensuring broad-based community participation, including women, youth, and vulnerable groups
- **Partnership:** Collaborating with traditional authorities, district assemblies, civil society, and local institutions
- **Transparency:** Providing clear and honest communication about our activities, impacts, and commitments
- **Accountability:** Monitoring and reporting on community-related performance and outcomes

4. Community Engagement Framework

Nicdox shall adopt the following mechanisms for structured community engagement:

a) Stakeholder Identification & Mapping

- Identify all relevant local stakeholders, including traditional leaders, assembly members, local NGOs, youth and women's groups, farmers, and opinion leaders.

b) Community Consultations

- Conduct regular dialogue sessions, durbars, town halls, and focus group discussions before, during, and after project phases.

c) Community Liaison Officers

- Appoint trained community liaison officers (CLOs) at operational sites to serve as the bridge between Nicdox and host communities.

d) Grievance Mechanism

- Maintain an accessible and fair grievance redress system to handle community concerns in a timely and respectful manner.

5. Community Development Commitment

Nicdox will actively support local development through:

a) Employment and Local Hiring

- Prioritize recruitment of qualified community members for skilled and unskilled roles.
- Provide apprenticeship and internship programs for local youth.

b) Capacity Building

- Offer training programs in areas such as:
 - Vocational and technical skills
 - Safety and environmental awareness
 - Entrepreneurship and business management

c) Local Procurement

- Give preference to local businesses, vendors, and suppliers where they meet quality and safety standards.

d) Infrastructure and Social Investment

- Partner with communities and local governments to invest in:
 - Clean water and sanitation
 - Roads and transportation
 - Health and education facilities
 - Agricultural and livelihood enhancement projects

6. Cultural and Environmental Stewardship

- Respect sacred sites, cultural heritage, and community traditions.
- Avoid or minimize displacement, and where unavoidable, ensure fair and transparent compensation and resettlement in accordance with Ghanaian law and IFC Performance Standards.
- Implement environmental mitigation measures to prevent degradation of land, water, and biodiversity.

7. Monitoring and Evaluation

- Regularly evaluate the effectiveness of community involvement initiatives.
- Use participatory methods to gather community feedback and integrate it into planning.
- Publish periodic **Community Development Reports** to share progress and lessons learned.

8. Roles and Responsibilities

Role	Responsibilities
Management	Ensure strategic oversight, budget allocation, and policy enforcement

Community Liaison Officers	Engage stakeholders, monitor feedback, coordinate local initiatives
HSE and Social Performance Team	Integrate social impact considerations in operations and reporting
Local Government & Chiefs	Collaborate with Nicdox to identify and implement development priorities
Employees and Contractors	Comply with community guidelines and demonstrate cultural respect

9. Review and Update

This policy will be reviewed **annually**, or as needed, to ensure it remains relevant and aligned with community needs, evolving laws, and operational realities.

10. Communication and Awareness

- This policy shall be shared with all employees, contractors, and partners.
- It will be published on the Nicdox website and made available in local languages at community notice boards, information centers, and during durbars or stakeholder meetings.



Nana Adu Tutu Poku

CEO, Nicdox Resources Limited

Date: 26th May, 2025

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