

## Introduction

LuNa Smelter company is committed to encouraging equality and diversity among its workforce, and to fighting against Gender-Based Violence (GBV). The company is determined to comply with international conventions, national laws, and policies regarding the promotion of gender equality. To promote an enabling, friendly and social environment for more women to integrate into our workforce with a successful career path; Company has decided to elaborate, adopt and implement this “Gender Equality Policy”.

## Purpose, Scope, and Guiding Principles

The company's gender equality Policy shall govern how gender laws, rules, and principles are observed within the Company.

The guiding principles are as follows:

- ✓ Fairness of treatment for women and men, as well as equal access to opportunities such as same career growth opportunities in labour division, equal pay for employees doing work of equal value, equal access to improvement on skills and knowledge, and same rights to leaves, bonuses and related gratifications, should be recognized;
- ✓ Promotional incentives and alternative work arrangements for pregnant and breastfeeding women will be availed to assure effective participation and retention of women within the Company.

The Company is committed to pursuing a consistent policy of gender equality in all human resource processes, including recruitment, promotions, access to training, determination of wages, reconciliation of professional and family obligations, and protection against mobbing and unjustified dismissal.

- ✓ No person working in the Company is preferred or discriminated based on their gender.
- ✓ We commit to equal opportunities between men and women, regarding recruitment, division of labour, promotion and equal remuneration, capacity building, and development.
- ✓ When hiring for a management position within the company; a decisive factor should be high qualifications, professional experience and professional preparation necessary to adequately perform their respective role, irrespective of differences based on visible and invisible, innate and acquired characteristics, such as gender, age, background, disability, sexual orientation, family and marital status, values, political beliefs, personality traits.
- ✓ We are committed to complying with the national labour and social security laws about the provision of rights for female workers.





- ✓ We are committed to finding alternative placement for pregnant and breastfeeding women.

### **Providing a friendly physical environment**

- ✓ Operating in a male-dominated industry, we are committed to providing a friendly physical environment to female workers.
- ✓ We are committed to creating an environment where every employee's health and safety is safeguarded. Where required, women-friendly personal protection equipment shall be distributed.

### **Providing a friendly social environment**

- ✓ We will ensure that female workers freely join and become part of our workforce.
- ✓ We will implement security and workplace protocols to protect women against sexual assaults and/or other forms of harassment.
- ✓ We are committed to making our Corporate Social Responsibility (CSR) projects gender sensitive.
- ✓ We will provide a grievance mechanism to confidentially report and handle matters relating to Gender-Based Violence in general and the violation of the Policy, in particular.
- ✓ A whistle-blowing hotline is available to allow confidential reporting against Gender-Based Violence (GBV). Any person wishing to make complaints or report issues of Gender Based Violence can do so, using LuNa's Human Resources administration Manager phone line: +250 737 015 944 or email [grievance@unasmelter.com](mailto:grievance@unasmelter.com).

### **Monitoring and Compliance**

The company management and management Board are accountable for ensuring this Policy is effectively implemented. The Human Resources & Administration Manager of the Company will report to the managing director and the Management Board regarding the efficacy of steps taken to achieve compliance with the principles set out in this Policy as well as any material instances or trends of violations of this Policy.

If the Management Board, Senior Management, or any other employee is found to be in material breach of this Policy, an appointed disciplinary committee shall make appropriate comments and recommendations to the Management Board.



## **Collaborations**

We are committed to working with stakeholders, especially those operating in the areas of gender promotion as well as mining regulators, and other stakeholders, to make sure that gender equality is enhanced within the Company.

## **Review and Amendment of Policy**

The Management Board of the Company will review and evaluate this Policy on an annual basis to determine its efficacy. This Policy will be posted on the Company's website, and a copy of the Policy will be posted at LuNa's mine sites.



Serge NGABOYISONGA

MANAGING DIRECTOR

22<sup>nd</sup> April 2025

DATE

CONTROLLED