



# ESG POLICY

As part of our commitment to responsible and sustainable development, we integrate Environmental, Social, and Governance (ESG) criteria across all levels of our organization.

This policy aligns with IFC Performance Standards, CDP disclosures, Responsible Minerals Initiative (RMI) requirements, Moroccan regulations, the EU Battery Regulation, OECD Guidelines, as well as other applicable ESG-related regulations and frameworks.

## 1. Environmental Commitment

We aim to reduce our environmental footprint through the following actions:

- Comply with Moroccan environmental regulations and all other applicable requirements.
- Measure and reduce GHG emissions (Scopes 1, 2, and 3), aligned with Science-Based Targets (SBTi);
- We are committed to the prevention of pollution by minimizing emissions, discharges, and waste generation across our operations, and by promoting cleaner production practices and responsible resource management.
- Disclose our environmental performance through CDP in alignment with reporting cycles and stakeholder expectations.
- Ensure regulatory compliance and strengthen ESG risk management across all operations.

- A comprehensive Environmental and Social Management System (ESMS) will be implemented and continuously improved, supported by appropriate human and financial resources.
- Improve water efficiency, energy consumption, and industrial waste management;
- We are committed to protecting biodiversity by preventing degradation, minimizing habitat disturbance, and applying the mitigation hierarchy in all project phases.□
- Conduct Life Cycle Assessments (LCA) to support compliance with the EU Battery Passport.
- Promote the 3RV principle: Reduction at source, Reuse, Recycling and Recovery.

## **2. Social Responsibility**

We strive to build a safe, inclusive, and respectful workplace by:

- Prohibiting child labor, forced labor, and discrimination in line with ILO conventions and RMI principles;
- Commitment to equal opportunity employment practices and to fostering a diverse and inclusive workplace. We actively prevent discrimination in all forms, in alignment with the principles outlined in ILO Convention.
- Commitment to promoting gender equality by ensuring equal opportunities, fair treatment, and inclusive practices for all employees regardless of gender.
- Ensuring employees' rights to freedom of association and collective bargaining.
- Fair wages, decent working hours, and safe working conditions across all operations and supply chains.□
- Implementing an accessible grievance mechanism for employees and external stakeholders that ensures no retaliation.
- Where applicable, protect cultural heritage and ensure the rights of indigenous peoples, including their Free, Prior, and Informed Consent (FPIC).
- Regular training, safety drills, and audits help foster a proactive safety culture.

## **3. Governance & Supply Chain**

We uphold integrity and transparency through:

- Strong ESG oversight via executive leadership and internal ESG committees;□

- Ethical conduct policies for all employees and suppliers, including anti-corruption and conflict of interest controls;
- Due diligence across our supply chain, especially for critical minerals, in accordance with OECD Due Diligence Guidance and RMI requirements;
- Aligning to IFC requirements regarding land acquisition into all our projects;
- Ensuring Transparent ESG reporting aligned with CDP requirements.

## **Our Commitment**

We commit to continuously improving our ESG performance by embedding ESG into our management systems, conducting regular audits, and tracking progress through measurable KPIs. This policy is available to interested parties upon request. □