



HARASSMENT POLICY

RELIANT, we are an organization that designs and executes integral solutions in mining projects, we actively seek to ensure human development and general wellness of our employees. This Policy intends to list RELIANT's commitments to ensure a respectful and violence free workplace environment for our employees and other stakeholders.

RELIANT is committing to:

- 1 Strictly prohibit workplace harassment, sexual harassment, bullying, victimization, and violence of any kind from any person in the workplace.
- 2 Taking reasonable precautions to protect employees and prevent workplace harassment, sexual harassment, bullying, victimization, and violence of any kind in the workplace.
- 3 Establishing a Grievance Procedure for reporting and investigating incidents of workplace harassment, sexual harassment, bullying, victimization, and violence of any kind in the workplace.
- 4 When any incident of workplace harassment, sexual harassment, bullying, victimization, and violence of any kind is identified or reported in the workplace: RELIANT commits to inform the victim of the victim's rights and to provide any basic support which may be available to assist the victim. To obtain for the victim or advise the victim how to obtain: sheltermedical treatment, legal services, counselling, or other services that may be required in the circumstances. To advise the victim of their right to complain the respondent including remedies available to the victim under the Anti-Gender Based Violence Act No. 1 of 2011.
- 5 Disciplinary actions for breaches of this Policy shall be identified and implemented, according to the Disciplinary Code.
- 6 All employees, suppliers, and sub-contractors are committed to preventing workplace harassment, sexual harassment, bullying, victimization, and violence of any kind in the workplace.
- 7 This Policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.
- 8 Workers are encouraged to report all incidents of workplace harassment, sexual harassment, bullying, victimization, and violence of any kind; the channel shall allow for reporting without retaliation and will be strictly confidential.
- 9 Top Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment, sexual harassment, bullying, victimization, and violence of any kind, in a fair and timely manner while respecting employees' privacy as much as possible

In this regard, the undersigned, on behalf of RELIANT, declare our commitment to comply with the guidelines in this policy.

Kitwe, 26th November 2019

A handwritten signature in black ink, appearing to read "Jerson Huamani".

Jerson Huamani
Director
