



Social: Our roadmap

OUR COMMITMENTS	ACHIEVEMENTS IN 2022 ¹	WHAT WE'RE PLANNING TO DO NEXT (2023 AND BEYOND)	
<p>Operate responsibly and safely for our stakeholders by:</p> 	<p>Focusing on HSSE</p> <p>Demonstrated effectiveness of our HSSE approach and integrated improved systems to boost engagement with safety concerns:</p> <ul style="list-style-type: none"> - LTI-free sites since 2020 - Recordable injuries continue year-on-year downward trend <p>Fostering sustainable workforces</p> <p>Invested in training and competency development and transfer for our workforce:</p> <ul style="list-style-type: none"> - Increased investment in training, with 18900 official training hours recorded <p>Promoting ED&I</p> <p>Sought solutions to ED&I considerations in the context of our industry and host nations:</p> <ul style="list-style-type: none"> - Updated our ED&I Strategy - Decreased our gender pay gap <p>Sharing our values within our supply chain</p> <p>Conducted our activities in a manner consistent with international standards and continued to expect our supply chain to do the same</p>	<p>2023: Conduct site-wide refresher sessions of Assala's safety rules</p> <p>Ongoing:</p> <ul style="list-style-type: none"> - Improve adherence to our safety standards within our supply chain to address contractor injury rates - Continue to develop as a learning organisation <p>Ongoing:</p> <ul style="list-style-type: none"> - Continue to invest in workforce development - Encourage vocational training opportunities in the community <p>2023: Improve gender diversity in technical and leadership roles to 30% representation of target population in total contingent as per our ED&I strategy</p> <p>Ongoing: Decrease our gender pay gap as per our ED&I strategy</p> <p>2023:</p> <ul style="list-style-type: none"> - Formalise information sharing with our supply chain to improve assimilation of our Values - Scope a project to conduct supplier social audits to ensure adherence to Assala's Values, as well as international standards 	
<p>Contribute to socioeconomic development, as part of the just transition, by:</p> 	<p>Developing Rondani, our integrated sustainability project for sustainable agriculture, improved standards of living, and biodiversity protection</p> <p>Progressed the three dimensions of the <i>Rondani</i> project: Agroecology, Reduction of human-elephant conflict, Local sourcing</p> <p>Creating value from our operations</p> <p>Developed our Local Content strategy for employment and spending within local communities:</p> <ul style="list-style-type: none"> - Published Assala Gabon's Local Content policy - Launched the <i>Leaders de demain</i> initiative <p>Promoting environmental protection as a tool for economic growth</p> <p>Identified opportunities to raise awareness of good waste management in communities local to our operations</p> <p>Supporting local communities to build infrastructure, skills & competencies</p> <p>Invested in communities local to our operations to improve civil and social infrastructures:</p> <ul style="list-style-type: none"> - Enhanced the Excellence Prize to include professional immersion programmes for young people - Invested in local public water access - Invested in schools and medical facilities local to our operations 	<p>Ongoing:</p> <ul style="list-style-type: none"> - Encourage our suppliers to continue to source locally to allow farmers to benefit economically from increased yields - Promote consumption of locally sourced products on operational sites - Support with constructing barriers to protect crops and encourage composting <p>2023: Increase by 10% purchase of locally sourced produce by our sites</p> <p>Ongoing:</p> <ul style="list-style-type: none"> - Build on the success of the <i>Leaders de demain</i> initiative and scale it up to incorporate two streams: individuals, as well as suppliers from the community - Continue positive Local Content value generation <p>Ongoing:</p> <ul style="list-style-type: none"> - Develop a community-based plastic waste collection, recycling and resale project, creating sustainable sources of income and raising awareness of waste management - Explore further initiatives to promote socioeconomic development <p>2023:</p> <ul style="list-style-type: none"> - Commission feasibility studies for improvements to water, sanitation and waste management structures local to our operations - Launch a community-operated barge at Mayonami <p>Ongoing:</p> <ul style="list-style-type: none"> - Continue investment in local, public water access - Engage with local communities on their future socioeconomic development plans - Transfer competencies 	

1. For plans, objectives and achievements since 2019, please refer to Assala's previous ESG reports: <https://www.assalaenergy.com/library/publications/>