



DIVERSITY & INCLUSION POLICY

NSML Limited is a law-abiding organization and as such has respect for human rights. This means that NSML will take deliberate steps in its actions to avoid infringement on the human rights of people, which aligns with the United Nations Guiding Principles on Business & Human Rights (UNGP) and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the Constitution of the Federal Republic of Nigeria (1999).

NSML is committed to:

- Pursuing the goal of no harm to people, and will in so doing consult with our stakeholders and publicly report on our performance.
- Respecting human rights as a commitment to our stakeholders including our employees, contractors, host communities, customers, shareholders and the public.
- Undertaking necessary due diligence to ensure that applicable human rights principles are considered and imbibed in its projects, operations, policies, procedures and business relationships.
- Actively supporting and promoting human rights in its activities and operations, including in its core business activities and strategic sustainable development and social investment initiatives.
- Respecting the human rights of local communities and indigenous peoples in land resource acquisition and development, while committing to the provision of adequate information to ensure Free Prior Informed Consent.
- Respecting, within the framework of applicable law, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, including the four human rights categories of:
 - o the elimination of forced or compulsory labour;
 - o the abolition of child labour;
 - o the elimination of discrimination in respect of employment and occupation; and
 - o freedom of association and the effective recognition of the right to collective bargaining.

NSML's actions that contribute to the promotion of human rights include the following:

- providing safe and healthy working conditions for employees and contractors;
- guaranteeing freedom of association; within the limits of applicable law
- ensuring non-discrimination in personnel practices;
- providing access to basic health and housing for employees and their families, if these are not provided elsewhere;
- preventing the forcible displacement of individuals, groups or communities in its areas of operations;
- ensuring that all its Environment and Social Management Plans serve the goal of sustainable economic development in Host Communities;
- applying the Voluntary Principles on Security and Human Rights in protecting people and assets.

NSML seeks to avoid causing or contributing to adverse human rights impacts through its own activities, and will look to promptly address such impacts should they occur. NSML will also use its influence to prevent or mitigate adverse human rights impacts from its contractors and suppliers, where directly linked to its operations.

ABDULKADIR K. AHMED

MD/CEO

January, 2024.