



## INTRODUCTION

Respectful, effective engagement with all stakeholders is an essential part of being a responsible company and is fundamental to the success of our operations and the projects in which we are involved. We conduct our business in compliance with the principles established in our Code of Conduct, our values, and applicable laws and regulations. We aim to create trust-based relationships by engaging with our people, business partners, governments, civil society, educational institutions and local communities. This Policy describes our commitment to engaging with these stakeholders, communicates our expectations and defines minimum compliance requirements.

## OUR COMMITMENTS

As a responsible steward of natural resources, we engage with stakeholders proactively and with respect in order to foster mutual understanding, trust and cooperation.

- We meet with government representatives to provide information and understanding of our projects and policies.
- We participate in multi-stakeholder initiatives and conferences to exchange views, information and expertise, and to enable progress on key policy issues.
- We consult with communities and encourage participation in meaningful discussions.
- We aim to create shared value and prevent negative impacts.
- We strive to resolve disputes through open dialogue.
- We undertake initiatives that reflect community priorities in partnership with other stakeholders.
- We seek community support of our activities with respect for local cultural processes and traditions.
- We foster dialogue with suppliers and business partners.
- We commit to a responsible purchasing policy in order to raise the level of collective excellence.
- We maintain long-term partnerships with educational institutions and engage in constructive dialogue and support.
- We consult broadly with employees and/or their appropriate representatives to capture views, ideas, expectations and concerns according to local laws and practices.
- We promote the knowledge and respect for the commitments in this Policy and commit to monitor and report on our stakeholder engagement performance as per the International Finance Corporation Standards.

## EXPECTATIONS AND APPLICABILITY

We require employees and all persons doing business with QAFAC to comply with this Policy.

All relevant QAFAC managers recognize their stakeholder engagement responsibilities and are expected to:

- set objectives, plans, targets and monitor progress against this Policy
- implement stakeholder engagement plans/ social performance plans and routinely inspect and report on these plans.

Where this Policy sets higher standards than those required locally, the higher requirements of this Policy will apply. It is everyone's duty to speak up if they observe or suspect a violation of this Policy. We will only work with those who share our standards of business conduct and values.

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