

POLICY ON HUMAN RIGHTS

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

- SAFACAM recognizes that Human Rights are universal and apply to all, without any form of distinction.
- SAFACAM complies with relevant national laws and international agreements, such as the Universal Declaration of Human Rights (1948) and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (1998), as they are transcribed into the laws and regulations of Cameroon. Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- The human rights policy applies to all company employees and third parties and workers; including subcontractors, temporary workers and migrant workers.
- SAFACAM respects human rights and is committed to identify, avoid and mitigate any adverse human rights impacts in relation to its business operations.
- SAFACAM prohibits all retaliation against Human Rights Defenders¹.

Disciplinary action will be taken against company employees and/or third parties who willfully are in breach of this policy.

Dizangué, March 10, 2020
The General Manager,

Jean-François PAJOT



¹ Individuals, groups and associations who promote and protect universally recognized human rights and contribute to the effective elimination of all forms of violations of human rights and fundamental freedoms of individuals and peoples. This definition includes Environmental Human Rights Defenders, whistleblowers, complainants and community spokesperson. This definition does not include those individuals who commit or propagate violence.