

POLICY ON THE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

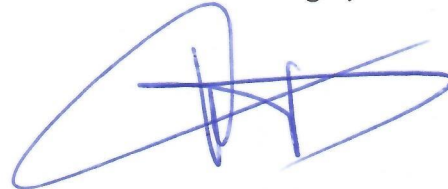
SAFACAM respects the right on the freedom of association and collective bargaining of workers.

Any company employee, including subcontractors, temporary workers and migrant workers, is free to form, join or refuse to join an association or a union according to his personal convictions, without fear of reprisal, intimidation or harassment.

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

Dizangué, March 2nd 2020

The General Manager,



Jean-François PAJOT

