

# Delonex Energy Limited

## Social Policy



Delonex Energy Limited manages all its activities in a sustainable and responsible manner. We recognise the importance of effectively managing our social performance, as it relates to the local communities and workforce and strive to avoid or minimise potential adverse impacts wherever we operate. This is achieved through the implementation of our integrated Health, Safety, Environment, Social and Security Management System following IFC (World Bank) Standards. Our social performance is regularly monitored and reported to the Delonex Leadership Team and the Board of Directors.

We are committed to:

- Delivering a high level of social performance, supported by the appropriate organizational capacity and strong visible leadership.
- Communicating our social responsibilities to all personnel and properly training them for their roles.
- Complying with all relevant social legislation, codes of practice, and good international industry practices.
- Honouring internationally accepted labour standards, ensuring non-discriminatory and equal opportunity employment practices, and supporting and respecting the protection of human rights within our sphere of influence.
- Ensuring that all potential adverse social impacts are identified, assessed and avoided; and when they cannot be avoided – minimized, duly compensated or offset.
- Ensuring that our activities, including those of our contractors, avoid or minimize adverse impact on the welfare of the communities in which we operate, in accordance with relevant Social and Human Rights principles.
- Undertaking engagement and consultation with our stakeholders, including the continuous disclosure of information to any affected communities throughout the project life cycle .
- Supporting and respecting the rights of indigenous communities within the scope of our operations.
- Providing effective processes to avoid or minimise adverse impacts from project related resettlement, economic displacement or influx.
- Protecting and preserving the cultural heritage of the communities in which we operate during our activities.
- Providing an effective grievance mechanism for our workforce, the communities in which we operate and other relevant stakeholders.
- Setting social performance objectives, both internally and with our contractors, and regularly monitoring and reporting our performance.
- Undertaking periodic reviews and evaluations for measuring compliance with this policy, constantly striving for continuous improvement of our social performance.

We shall communicate this policy to all employees and contractors as well as to external stakeholders as appropriate; and all personnel have a responsibility to understand, promote and actively assist in its implementation.

**Rahul Dhir**  
Chief Executive Officer

**Effective Date: April 2014**