

- GENDER-BASED VIOLENCE PLAN

These clauses on Gender-Based Violence (GBV) and child labour will be included in the DAOs of all service providers who will intervene on the site of the uranium mining project of the Adrar Emoles 3 research permit.

Preamble

The human person is sacred in his dignity and may not be subjected to inhuman, cruel and degrading treatment in any form whatsoever. Therefore, the following acts of barbarism are severely punished:

- **Moral harassment**

No Employee and learner of the Company, its subcontractors as well as its security and other partners must suffer or subject repeated acts of moral harassment having as its object or effect a deterioration of working conditions likely to infringe rights and dignity, to alter his physical health or to compromise his professional future.

No employee may be sanctioned, dismissed or discriminated against for having suffered or refused to undergo the acts defined above or for having testified to such acts or having recounted them.

Any Employee and learner of the Company, its subcontractors and security partners who have committed such reprehensible acts is therefore liable to disciplinary action.

- **Physical violence**

No Employee and learner of the Company, its subcontractors as well as its security and other partners shall suffer or cause to be subjected to physical violence, in all its forms, assault, assault and battery, physical mutilation against any human being or his personal property.

- **Pimping, sexual harassment and violence and paedophilia**

In accordance with national, regional and international texts on procuring, harassment and sexual violence against women, paedophilia and respect for the habits and customs of populations and human relations in general, any act of pimping, harassment, abuse, sexual violence (gender-based violence/GBV), paedophilia (cf: (i) United Nations Resolution 48/104 on the Declaration on the Elimination of Violence against Women and (ii) Resolution 2011/33 on prevention, protection and international cooperation against the use of new information technologies to abuse and/or exploit children) shall be immediately punished by dismissal upon the first finding of fault, with transmission of the characteristic elements of fault for prosecution by the competent public authority.

- **Exploitation of children**

In accordance with national, regional and international legislation: ((i) Resolution 2011/33 on prevention, protection and international cooperation against the use of new information technologies to abuse and/or exploit children and (ii) Resolution 44/25 of 20 November 1989 on the rights of children), the employment and exploitation of children is strictly prohibited within the company.

How community mobilization programs can address gender-based violence

- Support activities that integrate GBV community mobilization into existing health and development programs.
- Support activities that seek to reduce tolerance of violence at the community level, involving boys and men
- Support programs that mobilize a broad representative section of the community at the grassroots level.
- Support efforts to create partnerships between community leaders, government officials and NGOs in the fight against GBV at the community level.
- Supporting community mobilization to improve survivors' access to services
- Provide long-term financial support to ensure that community engagement activities have sufficient time to effect change and that results are visible.

Minimum Standards for the Prevention and Response to Gender-Based Violence in Emergencies

- **Participation**
Communities, especially women and girls, are engaged as active partners to end GBV and promote access to services for survivors.
- **National systems**
Actions to prevent, mitigate and respond to GBV in emergencies strengthen national systems and local capacities.
- **Gender and social norms**
The Emergency Preparedness, Prevention and Response Program promotes gender and social norms to treat GBV.
- **Socio-economic empowerment**
Women and adolescent girls have access to livelihoods to mitigate the risk of GBV as well as access to socio-economic assistance as part of a multisectoral response.
- **Guidance systems**
Referral systems are developed to connect women, girls and other at-risk groups to appropriate multi-sectoral GBV prevention and intervention services in a timely and safe manner.
- **Integration**
GBV risk mitigation and survivor support are integrated into all humanitarian sectors at all stages of the programme cycle and throughout the emergency response.

Six areas of action

- Protection of children from sexual and gender-based violence
- Combating the practice of survival sex as a coping mechanism in displacement situations
- Involvement of men and boys
- Providing a secure environment and secure access to home energy and natural resources