



URANIUM DEPOSIT EXPLOITATION PROJECT OF THE "ADRAR EMOLES 3"
RESEARCH PERMIT

WORKFORCE MANAGEMENT PROCEDURES (WMP)

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LIST OF ACRONYMS AND ABBREVIATIONS

NCEA: National Environmental Assessment Office
CO: Carbon Monoxide
CO₂: Carbon Dioxides
CNSS: National Social Security Fund
CSST: Occupational Safety and Health Committee
EAS/HS: Sexual Exploitation and Abuse/Sexual Harassment
EHS: Environment, Health and Safety
SDF: Defence and Security Forces
GAFC: Global Atomic Fuels Corporation
EIG: Economic Interest Grouping
IFC: International Finance Corporation
INS: National Institute of Statistics
STIs: Sexually Transmitted Infections
MGP: Complaints Management Mechanism
MSP: Ministry of Public Health
NES: Environmental and Social Standards
NO_x: Nitrogen Oxides
NP: Performance Standards
OHADA: Organization for the Harmonization of Business Law in Africa
ILO: International Labour Organization
NGO: Non-governmental organization
PAR: Resettlement Action Plan
GGP: Environmental and Social Management Plan
BMMP: Workforce Management Procedures
PS: Social Performance
Minutes: Minutes
SDDCI: Sustainable Development and Inclusive Growth Strategy
AIDS: Acquired Immunodeficiency Syndrome
SO_x: Sulfur Oxides
OSH: Occupational Safety and Health
TDR: Terms of Reference
GBV: Gender-Based Violence
HIV: Human Immunodeficiency Virus

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1. INTRODUCTION

1.1. Project Context

Vast Sahelian country of 1267000 km² of area and an estimated population of about 20 million inhabitants (INS, 2018). It is a country very rich in mineral and energy resources but faces enormous challenges in terms of socio-economic development. To address these challenges, several strategic documents have been developed and implemented. These include the Sustainable Development and Inclusive Growth Strategy (SDDCI) Niger 2035, the Economic and Social Development Plan PDES (2017-2021), the Mining Policy adopted in 2020, etc.

In this sense, the company GLOBAL ATOMIC FUELS CORPERATION (GAFC), is part of the same logic by considering putting into operation the uranium deposit that it discovered on its research license "Adrar Emoles 3".

GLOBAL ATOMIC FUELS CORPERATION (GAFC) is a Canadian company that has been conducting mining research in Niger since 2007. It is considering the exploitation of the uranium deposit that it discovered in the "Adrar Emoles 3" research permit. This uranium deposit is located along the Agadez-Arlit road and is about 60 km NNW from the city of Tchirozérine, which houses the facilities of the Société Nigérienne du Charbon d'Anou-Araren. This location roughly corresponds to an area located halfway between the city of Agadez and the mining city of Arlit.

Indeed, to effectively supervise and manage the workforce and mitigate the negative impacts related to its use during the implementation of this project, these Workforce Management Procedures (WMP) are developed in accordance with the provisions of the Equator Principles and IFC standards.

1.2. Study methodology

The methodological approach used in the development of this BMMP document involved the following steps:

- Documentary review that consisted of the research and exploitation of the technical documents of the project, the principles of Ecuador including the PS2 Performance Note, the IFC performance standard number 2, other PGMO developed at the national level, or even beyond, etc.
- Conduct of field missions for the meeting of the stakeholders concerned (technical services, administrative, communal and customary authorities, beneficiary populations) in particular the administrations in charge of labour issues with a view to taking into account their opinions and orientations.
- Analysis of the data and writing of the report structured around the following points:
 - Introduction;
 - Objectives of the Workforce Management Procedures;
 - Brief overview of the Project;
 - Overview of labour use;
 - Description of risks and impacts;
 - Mitigation Proposals;

- Legal and institutional framework for employment and occupational safety and health;
- Responsible staff;
- Policies and procedures;
- Complaints Management Mechanism;
- Management of contractors and suppliers
- Conclusion;
- Appendices.

2. OBJECTIVES OF WORKFORCE MANAGEMENT PROCEDURES

The general objective of the Workforce Management Procedures (PGMO) is to describe how the workers of global will be managed, in accordance with the provisions of Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger and the requirements of IFC Performance Standards Number 2 and the Ecuador Principles on Labour and Working Conditions.

More specifically, the objectives of the WMP document are:

- protect the fundamental rights of workers as a whole;
- promote decent work, including fair treatment, non-discrimination, fairness and equal opportunities for all workers without gender-based discrimination;
- establish, maintain and improve a healthy relationship between society and workers;
- protect and promote the safety and health of workers, in particular by promoting safe and healthy working conditions;
- prevent the use of forced labour and child labour;
- protect workers, especially those who are vulnerable such as women, people with disabilities;
- support the principles of freedom of association and collective agreements for workers in accordance with national law;
- provide the company's workers with accessible mechanisms to adequately manage claims and complaints.

3. BRIEF PROJECT OVERVIEW

3.1. Project Objectives

The overall objective of the project is the exploitation of the uranium deposit discovered in the "Adrar Emoles 3" research permit.

Specifically, this project aims to:

- Build and install permanent surface infrastructures (life base, buildings including administrative and technical blocks, sanitary facilities, water and electricity networks, basins, various workshops and garages, shops and warehouses of various products and equipment, etc.);
- Build the underground mine (access ramp (tunnel), galleries, shafts/ventilation holes) as well as all the installations associated with it (garage, workshops, crushing device, various cables, signals, instructions, etc.);
- Build the ore processing plant and the various support services (administrative and technical blocks, workshops, garage, warehouses, various networks, contact for the production of sulfuric acid, hydraulic works, worms, different input storage areas, etc.);
- Process the ore to obtain uranate, feed it and transport it to potential outlets;
- Create temporary and permanent jobs and contribute to the improvement of people's living conditions;
- Contribute significantly to the improvement of tax revenues at local, regional and national levels as well as to socio-economic development through investments in various sectors;
- Redevelop all the sites operated when the project closes.

3.2. Expected results

The main expected results of the project implementation are:

- permanent surface infrastructures (life base, buildings including administrative and technical blocks, sanitary facilities, water and electricity networks, basins, various workshops and garages, shops and warehouses of various products and equipment, waste rock and residue deposit areas, etc.) are built and/or installed;
- the underground mine (access ramp (tunnel), galleries, shafts/ventilation holes) as well as all the installations associated with it (garage, workshops, crushing device, various cables, signalling, instructions, etc.) are built and/or installed;
- the ore processing plant and the various support services (administrative and technical blocks, workshops, garage, warehouse, various networks, contact for the production of sulfuric acid, hydraulic works, pours, pours, different input storage areas, etc.) are built;
- the ore extracted is processed, the uranate obtained swollen and transported to potential outlets;
- temporary and permanent jobs are created and the living conditions of the people of the area are improved;

- a significant contribution to the improvement of tax revenues at local, regional and national levels as well as to socio-economic development through investments in various sectors is made;
- all the sites operated are redeveloped when the project closes.

3.3. Project Components

The Uranium Deposit Exploitation Project of the Adrar Emoles 3 research permit by global atomic consists of four (4) components as illustrated in Table 1 below.

Table 1 Project Components1

Components	Activities
Component 1: Development work:	construction of access roads such as runways and ramps
	stripping or removal of overburden
	implantation of sterile verses
	implantation of ore verses
	installation of an ore sorting station
	realization of the basins
	implantation of the verses, the descent, the ventilation holes
Component 2: Mining	Drilling
	Shots
	Ltris
	transport of ore.
Component 3: Ore processing work	crushing, grinding and spraying
	attack, impregnation, ripening and disintegration
	Precipitation
	purification and drying
	runaway and transport of uranate to port
Component 4: Mine closure	site restoration and monitoring project

3.4. Institutional arrangement

The institutional set-up for the implementation of the uranium mining project of the "Adrar Emoles 3" research permit by the Global Atomic Company is arranged from its country office located in Niamey and its liaison office located in Agadez which jointly ensure the coordination as well as the monitoring and control of the work in compliance with the rules of the art. In accordance with the provisions of the Mining Code and the Uniform Act on the Rights of Companies and Economic Interest Groupings (GIE) of the Treaty

of the Organization for the Harmonization of Business Law in Africa (OHADA). The operations of the company's activity in Niger are managed by a company incorporated under Nigerien law called Global Uranium Niger Inc., created in 2009. Global Uranium Niger Inc., headquartered in Niamey, is registered in the Trade and Movable Credit Register under number E: 1176/RCCM/2007/Niamey and has a share capital of ten million (10,000,000) CFA francs.

The staff of this company is mainly composed of Nigeriens trained in the fields of earth sciences (geology, prospecting, geophysics, hydrology, hydrogeology), logistics, accounting, labor law, etc. In this sense, these staff will be responsible for: (i) monitoring and evaluation (M&E) and knowledge sharing services to inform the implementation of the project; (ii) technical implementation and monitoring of activities; (iii) fiduciary management (financial management, accounting, internal audit and procurement); (iv) environmental and social management for compliance with safeguard measures, including a Complaints Management Mechanism (PMM); and (v) gender and social inclusion and gender-based violence mainstreaming in all project operations. Coordination of all partnership agreements with public and private implementing partners. However, this company could call on other expertise that it deems necessary if necessary.

The ministerial institutions concerned by the project, in particular the Ministry of Mines, the Ministry of the Environment and the Fight against Desertification, the Ministry of Employment, Labour and Social Protection as well as certain services attached to them, in particular the Directorate of the Mining Environment and Classified Establishments, the National Environmental Assessment Office and the Regional Labour Inspectorate, will be at the centre of the project's interventions. They will rightly have the roles of validating the technical, financial and environmental studies in order to proceed with the issuance of certain authorizations necessary for the implementation of this project. They will also monitor and monitor compliance with the commitments that conditioned the issuance of these authorizations.

The municipalities will be at the centre in the implementation of the project's activities. As such, they will be responsible for: (i) participating in the identification and planning of community development activities, (ii) participating in the procurement process for community development activities, (iii) supervising the implementation of these actions on the ground, (iv) participating in the receptions of investments made in their entities.

4. OVERVIEW OF LABOUR USE

4.1. Number of project workers

Based on the current operation of existing mining companies in Niger and the forecasts of additional staff at certain workstations, the Uranium Mining Project of the research permit "Adrar Emoles 3" by the company GLOBAL ATOMIC, will have an estimated workforce of two hundred and seventeen (217) **direct workers**.

As other workers, the Project will employ contract workers as service providers, particularly in studies and controls, audits, etc. At the current stage, it remains to be determined the number of contract workers who will be hired on the basis of the project's themes.

For community workers, the number of workers also remains to be determined to the extent that the project being installed.

Several subcontractor workers, of national or international status will be employed for the need of financial and even environmental technical studies upstream as well as downstream of the project.

All workers will be subject to the signature and compliance with a Code of Ethics according to their profile.

4.2. Characteristics and types of workers

In accordance with the requirements of IFC Performance Standard No. 2, as part of the implementation of the project, direct and indirect workers will be mobilized.

4.2.1. Direct workers

Direct workers are persons directly employed on behalf of the uranium mining project of the "Adrar Emoles 3" research permit, recruited by the company GLOBAL ATOMIC to perform tasks that are directly related to this project.

These direct workers will be civil servants with a special status or consultants with proven and justified experience. Their profiles will be compatible with the specific objectives of the uranium mining project of the "Adrar Emoles 3" research permit. They will be subject periodically to an evaluation of professional performance.

4.2.2. Contract workers

Persons employed or recruited by third parties (firms, project stakeholders, companies that have a contract with the company) to perform work related to the essential functions of the project, regardless of the location of this work.

The terms and conditions of the contracts for all the workers involved will be consistent with national labour legislation, in particular Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger and its implementing decree with a view to guaranteeing acceptable working conditions (a safe and healthy working environment, non-discrimination, equal opportunities and workers' organizations).

4.2.3. Employees of primary suppliers

This category includes persons employed or recruited by the main suppliers to ensure the implementation of the Uranium Mining Project of the research permit "Adrar Emoles 3" by the company GLOBAL ATOMIC.

The number of workers will be known and published when the project work begins.

4.2.4. Migrant workers

Since the uranium mining project of the "Adrar Emoles 3" research permit is located in the Agadez Region, which is a transit zone for migrants (national or international), the latter could be recruited or employed as part of this project.

At the national level, the Labour Code in several of its articles refers to non-discrimination against workers on the basis of their status, such as article 5, which states that "*Subject to the express provisions of this Code or any other legislative or regulatory text protecting women and children, as well as to provisions relating to the status of aliens, no employer may take into account sex, age, national descent or social origin, race, religion, colour, political and religious opinion, disability, HIV/AIDS, sickle cell disease, trade union membership or non-membership and trade union activity of workers in making decisions concerning, inter alia, employment, conduct and distribution of work, vocational training, advancement, promotion, remuneration, granting of social benefits, discipline or termination of the employment contract. Any provision or act to the contrary shall be void.*"

This is the case with the provisions of Articles 41, 48 to 52, 133, Articles 158 to 160 and 190 – which protect without discrimination the rights of migrant workers and members of their families.

Particular attention will be paid to a non-discriminatory hiring process. Decisions regarding the recruitment or treatment of the company's employees will not be made on the basis of personal characteristics unrelated to the needs inherent in the position concerned. The company's workers will be employed according to the principle of equal opportunity and fair treatment and there will be no discrimination in any aspect of the employment relationship, be it recruitment and hiring, remuneration (including wages and benefits), working conditions and terms of employment, access to training, job missions, promotion, dismissal or retirement, or disciplinary measures. This presupposes that in the event of non-compliance with this principle, liability will be located and the related sanctions will be applied.

5. DESCRIPTION OF RISKS AND IMPACTS

5.1. Activities that are sources of risk

The Uranium Deposit Exploitation Project of the "Adrar Emoles 3" research permit by global atomic will be implemented through four (4) distinct phases. Thus, depending on the latter, the activities identified in Table 2 below will be sources of risks to the safety and health of workers.

Table 2 Risk Source Activities and Impacts

PROJECT PHASES	ACTIVITIES THAT ARE SOURCES OF IMPACTS
<p>Development (Preparation and construction)</p>	Construction/development of access roads/tracks
	Site preparation of temporary equipment
	Installation of temporary infrastructure and equipment
	Exploitation of loans and quarries (sand, gravel, laterite, etc.)
	Movement of construction machinery and supply of construction materials and materials to the site
	Preparation of rights-of-way for permanent project facilities
	Construction/installation of surface structures and equipment
	Underground mine construction and background support services
	Maintenance of fixed and mobile machinery on site
	Fuel storage and supply
<p>Exploitation</p>	Recruitment of the workforce and operation of the project life bases and subcontractors
	Extraction of ore from the underground mine (drilling, logging by explosive fire, transport of ore to the primary crusher, dayway conveying through a conveyor belt)
	Truck movements for input supply
	Storage of inputs (chemicals including sulphur, hydrocarbons, etc.)

PROJECT PHASES	ACTIVITIES THAT ARE SOURCES OF IMPACTS
	Operation of workshops (maintenance of machinery and equipment, reconditioning of machinery, manufacture of spare parts, etc.) and the contact workshop
	Ore storage, crushing and conveying to the plant
	Ore processing at the plant level
	Storage of ore processing tailings
	Effluent storage at the basin level
	Construction of new basins
	Exploitation of loans for the needs of the site in laterites and gravel
	Loading and shipping uranate
	Periodic maintenance work on the plant
	Movement of project equipment and subcontractors
<i>Closure</i>	Dismantling of installations
	Site Cleanup
	Site redevelopment/rehabilitation
	Gear movements
	Presence of the hand in the context of the work

5.2. Key Labour Risks

The main risks to which workers may be exposed, depending on the sources identified, during the implementation of project activities are:

- Risks of occupational accidents and physical injuries;
- Fire or explosion hazards
- Psychosocial risks;
- Risks of respiratory diseases;
- Risks of sexually transmitted diseases;
- Risks of biological contamination;
- Risks of exposure to thermal environments;
- Risks of low back pain;
- Risks of tensions/conflicts between local populations and workers;
- Risks of diseases related to the modification of the sound environment;
- Risks of radiological contamination;
- Risks of intoxication;
- Risks of drowning;
- Risks of visual and ergonomic fatigue;
- Risks of infection with COVID-19 and other biological contaminations;
- Security risks related to banditry ;
- Risks of use of labour under the age of 18 and not complying with the provisions of articles 163 to 172 of the Decree implementing the law on the Labour Code. In this case, the company is exposed to sanctions.
- Risks of occurrence of sexual exploitation and abuse (EAS) or sexual harassment (HS).

5.2.1. Risks of accidents at work

The implementation of the present project to exploit uranium deposits in the "Adrar Emoles 3" research permit, presents risks of occupational accidents for the company's workers, on the animals and other populations bordering the site, in this case the breeders. These risks will manifest themselves during the preparation as well as during the operation of the project through in particular the construction / development of access roads / tracks, the preparation of sites for the construction of temporary equipment, the installation of infrastructure and temporary equipment that will contribute to the construction of the project (life base to accommodate the staff of the construction companies, material base, etc.). They will also be felt with the exploitation of loans and quarries (sand, gravel, laterite, etc.), the movements of the machinery of the works and the supply of the site with materials and construction materials, the preparation of the rights-of-way of the permanent installations of the project. Finally, during the construction of the underground mine and underground support services and the maintenance of the fixed and mobile machinery of the site, the construction/installation of the surface structures and equipment.

5.2.2. Psychosocial risks

The practical organisation of work and managerial choices also present psychosocial risks that can have an impact on workers' health. These psychosocial risks are: psychological harassment at work, chronic stress, exacerbated conflicts that can lead to serious damage to workers' health and disrupt work operations.

5.2.3. Risks of respiratory diseases

The risks of respiratory diseases will be linked to the modification of the ambient air quality by the dust that will be generated during the work. In addition, exhaust gases (flue gases) from stationary and mobile machinery that may contain carbon monoxide (CO), carbon dioxide (CO₂), nitrogen oxides (Nox), sulphur oxides (SO_x), fine cement particles and those attached to stacks, ore conveying, tailings deposits, movements of mining machinery will contribute to changes in air quality and consequently be sources of respiratory diseases. especially for workers. Weather conditions such as winds can contribute to the exposure of people from surrounding villages. Finally, heavy metals and toxic substances contained in emissions (fluorine, cadmium, lead, silica and radioactive minerals such as uranium and its derivatives) will alter air quality with the consequence of respiratory diseases.

5.2.4. Risks of visual fatigue and ergonomic risks

As part of this project, certain poor working conditions on screens, particularly among the company's administrative staff, can cause visual fatigue and promote stress. These include inadequate lighting of rooms and prolonged exposure to the screen.

Ergonomic risks will be related to activities that often involve postural constraints with a strong demand on members such as wearing objects or tools, sitting in offices, etc.

5.2.5. Risks of conflict between populations and workers in society

The risks of conflicts between populations and workers in society can develop if of course local communities feel that they are unfairly treated or insufficiently taken into account, especially in the context of the recruitment of labour. This can also be manifested by the failure to address the concerns of the residents of the site, particularly on issues related to pastoralism and other subsistence activities of the populations.

5.2.6. Risks of COVID-19 infection and other biological contaminations

The risks of COVID-19 contamination will mainly result from non-compliance with barrier measures through the use of common areas such as restaurants, toilets and living bases.

5.2.7. Security risks

During the implementation of this project, workers may be exposed to the security risks associated with ordinary banditry. Indeed, the security situation in the Sahelian sub-region in general and in Niger in particular has begun to deteriorate since the dismantling of Libya in 2011. This has allowed the easy circulation of advanced firearms and jihadist claims. Thus, within the Sahelian region, particularly in Mali, Burkina Faso and Niger, attacks against both the defence and security forces (FDS) and the civilian population have increased. Such a situation in the context of the implementation of the uranium deposit exploitation project of the "Adrar Emoles 3" research permit may affect the smooth running of activities on the site and disrupt the conditions of transport of the products.

5.2.8. Risks of occurrence of sexual exploitation and abuse or sexual harassment

SEA/HS risks may arise during the implementation of project activities. These risks could be fostered by mixing with local populations, especially since the activities that will be implemented will generate a massive influx of workers from diverse backgrounds. This influx of labour presents risks of exploitation, abuse, sexual harassment, risks of trafficking in women and children for prostitution, with the consequent spread of STIs, HIV/AIDS, unwanted pregnancies, clandestine abortions, especially on vulnerable women and girls.

At the end of the discussions with those responsible for GBV issues at the level of the Agadez Region and in Tchirozérine, the following observation emerges:

GBV cases are recorded both in the resident population and in the migrant camp.

The most common cases identified are:

- Sexual abuse;
- Domestic and non-spousal physical violence;
- Sexual assault, unwanted pregnancy;
- Psychological violence, economic violence;
- Exclusion;
- Child labour in the gold panning site where the children enter the well and also do pounding, sieving and washing.

5.2.9. Risks of radiological contamination

The risks of radiological contamination and its consequences are related to exposure to radon in the mine (underground) and dust that may contain radioactive elements. Also, the contamination of soil and water by radioactive elements that can have an impact on the health safety of workers and populations living near the site.

5.2.10. Risks of exposure to thermal environments

The risks of exposure to thermal environments (cold or heat) will depend on the period or season during the year the project will take place because the area is extremely hot from April to June and cold from October to March.

5.2.11. Risks of diseases related to the modification of the sound environment

This is the loss of hearing acuity in workers linked in particular to the modification of the sound environment in the context of project activities, especially those who expose themselves to noisy workstations whose level exceeds the threshold recommended by the WHO.

6. MITIGATION PROPOSALS

To mitigate labour risks in the implementation of the project, the measures that will be implemented are defined in Table 3 below.

Table 3 Workforce Risk Mitigation Measures

Identified risks	Mitigation measures for identified risks
Risks of traffic accidents and injuries	<ul style="list-style-type: none"> • Equip workers with appropriate Personal Protective Equipment (PPE) • Equipping sites with community protective equipment (CFE) • Set up an infirmary at the level of the living base • Set up pharmacy boxes on the construction site • Organize a security minute at each workstation before the start of work • Set up signs and safety instructions as well as posters on the work sites • Set up an Occupational Safety and Health Committee and its training to make it operational
Psychosocial risks	<ul style="list-style-type: none"> • Choose sound management methods that minimize the risks associated with occupational stress, that value the worker • Clarify the roles and responsibilities of each worker • Establish a framework for exchanges, communication and social dialogue between all actors
Risks of respiratory diseases	<ul style="list-style-type: none"> • Educating workers about the risks of respiratory diseases • Water the site regularly and wherever necessary to reduce dust growth • Belt conveyor capping to reduce dust • Air conditioning of machine cabins in order to keep them closed during the work and thus avoid the exposure of drivers to dust • Health monitoring of workers through annual medical visits
Risks of visual and ergonomic fatigue	<ul style="list-style-type: none"> • Alternate on-screen work with other tasks. • Raising workers' awareness of occupational risks • Create the best working conditions (such as flexible hours, flexible office and IT equipment, the possibility of working remotely, etc.)

Identified risks	Mitigation measures for identified risks
Risks of conflict between populations and workers in society	<ul style="list-style-type: none"> • Sensitize workers on respect for local customs • Develop and take into account a code of conduct in the contract of all suppliers and service providers of the project • Prioritizing the local workforce in recruitment • Set up a consultation framework within the framework of the project
Risks of COVID-19 infection and other biological contaminations	<ul style="list-style-type: none"> • Develop and implement procedures for the protection of workers with regard to occupational safety and health • Raise awareness among workers about compliance with barrier measures (wearing a mask, distance of at least 1 m to be respected by all employees, installation of handwashing devices) • Respect the hygienic conditions in the context of the use of common areas • Establish sanitary facilities and appropriate facilities for hand washing • Make available to workers drinking water in sufficient quantity and under satisfactory conditions
Security risks	<ul style="list-style-type: none"> • Develop a Security Risk Management Plan • Escort the teams on the ground, particularly in the sensitive areas of the project (high-risk areas) • Educate staff on safety instructions and actions to follow in the event of a security incident • Involve the local authorities concerned in the implementation of activities on the ground in order to avoid misunderstandings and accidents.
Risks of exposure to thermal environments	<ul style="list-style-type: none"> • Equip workers with adequate clothing according to the seasons
Risques of diseases related to the modification of the sound environment	<ul style="list-style-type: none"> • Equip workers with an anti-noise kit
Risks of low back pain	<ul style="list-style-type: none"> • Implement mechanical handling aids (devil, trolley, etc.) wherever necessary to reduce ergonomic risks

Identified risks	Mitigation measures for identified risks
	<ul style="list-style-type: none"> • Create the right working conditions in offices with adapted chairs
Risks of occurrence of SEA/HS	<ul style="list-style-type: none"> • Organize awareness campaigns for workers and local populations on the prevention of SEA/HS, STIs, HIV/AIDS and unwanted pregnancies • Insert the code of conduct in the contract of suppliers and service providers and ensure that it is known to all • Organize "quarters of an hour like" on a regular basis (at least once a month) with themes related to EAS/HS/VCE, for the benefit of project workers • Strengthen the capacity of the project management/coordination team on gender mainstreaming and prevention of SEA/HS/VCE • Implementation of the provisions of the complaints mechanism • Organization of awareness campaigns for local communities on EAS/HS/VCE

7. LEGAL AND INSTITUTIONAL FRAMEWORK FOR EMPLOYMENT AND OCCUPATIONAL SAFETY AND HEALTH

7.1. Legal framework for labour

7.1.1. International legal framework

The international legal framework for labour is based on the conventions signed and ratified by Niger applicable to the uranium deposit exploitation project of the "Adrar Emoles 3" research permit, which include:

- ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize, concerning Freedom of Association and Protection of the Right to Organize. Ratified by Niger on 27. 02. 1961.
- ILO Convention No. 98 on the Right to Organize and Collective Bargaining, concerning the Application of the Principles of the Right to Organize and Collective Bargaining. Ratified by Niger on 23. 05. 1962.
- ILO Convention No. 29 on Forced Labour is one of the fundamental Conventions. Ratified by Niger on 27. 02. 1961
- ILO Convention No. 105 on the Abolition of Forced Labour is one of the fundamental Conventions and ratified by Niger on the 23rd. 03. 1962.
- ILO Convention No. 138 on Minimum Age (for Admission to Employment) ratified by Niger on 04. 12. 1978
- ILO Convention No. 182 on the Worst Forms of Child Labour, concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. Ratified by Niger on 23. 10. 2000.
- ILO Convention No. 100 on Equal Remuneration for Men and Women for Work of Equal Value. Ratification by Niger: 09. 08. 1966
- ILO Convention No. 111 concerning Discrimination (Employment and Occupation), Concerning Discrimination in Respect of Employment and Occupation. Ratified by Niger on 23. 03. 1962.

7.1.2. National legal framework

The national legal framework for employment in Niger applicable within the framework of the Uranium Deposit Exploitation Project of the "Adrar Emoles 3" research permit is based on the following main texts:

- Constitution of 25 November 2010 which recognizes the right of all citizens to work, freedom of association and the right to strike;
- Decree No. 96-411/PRN/MRPT/E establishing the organization and functioning of the labour inspection services;
- Decree No. 96-412 /PRN/MFPT/E laying down the regulations for temporary work;
- Decree No. 96-413 /PRN/MFPT/E determining the conditions of certain forms of employment contracts;

- Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger;
- Law No. 2018-22 of 27 April 2018, determining the fundamental principles of social protection;
- Decree No. 2015-541/PRN/MET/SS/MEF of 15 December 2015, amending and supplementing Decree No. 65-117/PRN/MFPT of 18 August 1965, determining the rules for the management of the compensation and prevention of occupational accidents and diseases scheme by the National Social Security Fund;
- Decree No. 2017-682/PRN/MET/PS of 10 August 2017 on the regulatory part of the Labour Code;
- Decree No. 2020-014/PRN/MET/PS of 10 January 2020, setting the modalities of application of Law No. 2018-22 of 27 April 2018, determining the fundamental principles of social protection;
- Interprofessional collective agreement.

The implementation of this project will comply with the following general labour conditions as provided for in the relevant national texts.

➤ ***Wages and payroll deductions***

Under the conditions provided for by Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger (Article 158), every employer is required to ensure, for the same work or work of equal value, equal remuneration for employees, regardless of their origin, sex, age and status.

In accordance with the provisions of article 159 of the above-mentioned Act, the various elements of remuneration must be established according to the same standards for men and women. The occupational categories and classifications, as well as the criteria for professional promotion, must be identical for workers of both sexes. In all cases, job evaluation methods must be based on objective considerations based essentially on the nature of the work involved in those jobs.

Apart from the compulsory levies and deposits that may be provided for by collective agreements and contracts, deductions from salaries or wages can only be made by garnishment or voluntary transfer, subscribed before the magistrate of the place of residence or failing that, the labour inspector, for the reimbursement of advances of money granted by the employer to the worker (Article 180 of Law No. 2012-45 of 25 September 2012). However, according to Article 182 (paragraph 3), the provisions relating to deductions from pay do not preclude the establishment of statutory or regulatory pension or pension schemes.

➤ ***Working time***

The legal working hours of employees or workers of either sex, of any age, working on time, on a task or on a piecework basis, is set at forty (40) hours per week (Article 99 of Law No. 2012-45 of 25 September 2012). Hours worked beyond the legal working hours give rise to a wage increase.

➤ ***Leave***

Annual leave is a right granted to all employees under employment contracts. Thus, according to Article 116, paragraph 1 of Law No. 2012-45 of 25 September 2012, *"Except for more favourable provisions of collective agreements or individual contracts, the worker acquires the right to paid leave, at the expense of the employer, at the rate of two and a half (2.5) calendar days per month of actual service, regardless of age."*

According to Article 119: *"Employed or apprentice women under the age of twenty-one (21) on the first of January of the current year are entitled to two (2) working days of additional leave per dependent child; those who are twenty-one years of age (21) or older receive the same benefit for any dependent child after the third."*

For the purpose of calculating the duration of the leave acquired, absences due to accidents at work or occupational diseases, rest periods for women in childbirth, provided for in Article 111 (Labour Code), nor, within a maximum of six (6) months, absences due to illness duly recorded by an approved medical practitioner, nor periods of compulsory military service, are not deducted.

Also deducted, on the basis indicated above, services performed without corresponding leave on behalf of the same employer regardless of the place of employment.

Exceptional permissions granted to the worker on the occasion of family events cannot be deducted from the duration of the leave acquired. On the other hand, special leave granted in addition to public holidays may be deducted if it has not been compensated or recovered for the days thus granted (article 120 of the Labour Code).

In addition, Article 204 of Decree No. 2017-682/PRN/MET/PS of 10 August 2017 on the regulatory part of the Labour Code stipulates: *"When the number of days of leave to which a worker is entitled is not a whole number, the duration of the leave is rounded up to the next higher whole number of days."*

➤ **Freedom of association**

Persons exercising the same profession, similar trades or related professions contributing to the establishment of specific products or the same liberal profession, may freely constitute a professional union (Article 183 of Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger).

Any worker or employer may freely join a trade union of his choice within the framework of his profession. The same applies to persons who have left the exercise of their functions or profession provided that they have exercised them for at least one year.

➤ **Forced labor**

Forced or compulsory labour is prohibited in accordance with Article 4 of Law No. 2012-45 of 25 September 2012. The term *"forced or compulsory labour"* means any work or service required of an individual under threat of any penalty or punishment and for which the individual has not voluntarily offered himself.

Thus, for this project of exploitation of uranium deposits of the research permit "Adrar Emoles 3" by the company GLOBAL ATOMIC, forced labor is prohibited.

➤ **Child labour and human trafficking**

Article 106 of Law No. 2012-45 of 25 September 2012 on the Labour Code of the Republic of Niger states: *"Children may not be employed in a company, even as apprentices, before the age of fourteen (14) years, unless derogation is issued by decree issued by decree adopted in the Council of Ministers, after consulting the*

Consultative Commission on Labour and Employment, taking into account local circumstances and the tasks that may be required of them."

Under article 107, paragraph 2, of Law No. 2012-45, the worst forms of child labour are prohibited. Subjecting a child to the worst forms of child labour shall be punishable in accordance with the provisions of this Code (article 107, paragraph 4)."

➤ ***Vulnerable or disadvantaged people***

The employment of project workers will be based on the principle of equal opportunities and fair treatment, and there will be no discrimination with regard to aspects of the employment relationship, such as recruitment and hiring, conditions of employment (including wages and benefits), dismissal and access to training.

Article 10 of Law No. 2012-45 on the Labour Code of the Republic of Niger states: "*Every employer is required to reserve at least 5% of the positions to be filled for the benefit of persons with disabilities during the recruitments he makes, under the conditions set by regulation.*"

The employer has the obligation to provide disabled persons who cannot be employed under normal working conditions with adapted jobs and conditions, as well as the right to specialized training under the conditions set by regulation, after consulting the Consultative Commission on Labour and Employment (Article 46 of Law No. 2012-45 of 25 September 2012).

➤ ***Employment contract***

Being in the private sector, the workers who will be recruited under this project will be governed by Law No. 2012-45 of 25 September 2012, on the Labour Code in Niger and its implementing texts. This law regulates individual and collective labour relations, specifies working conditions and remuneration, as well as provides for mechanisms for the settlement of individual and collective labour disputes.

With regard to insurance at work, in accordance with the provisions in force, the CNSS, which has legal and financial personality under the supervision of the Ministry of Labour and administered by a tripartite Board of Directors composed of members representing State administrations, employers and workers, has the task of managing the various branches of social security established for the benefit of salaried workers, which are:

- the branch of family benefits aimed at alleviating to insured persons the burdens inherent in the birth, maintenance and education of the child;
- the branch of occupational risks which aims to prevent accidents at work and occupational diseases and, where appropriate, to compensate for the consequences resulting from the occurrence of these risks (temporary or permanent incapacity and death);
- the branch of old-age, invalidity and survivors' pensions which aims to guarantee an income to the employed person admitted to retirement and in the event of his death to his dependants. In addition, as part of its mission, the CNSS manages Health and Social Action funds whose purpose is the provision of benefits in kind for employees and their families.

Today, some of these benefits are extended to the entire population (insured or not), namely health care provided by the Medical-Social Centers of the CNSS.

Within a week of the worker's engagement, he must be registered with the CNSS. This is an obligation on the employer. And to register a worker, the employer on his side must join the CNSS.

7.1.3. IFC Guidelines

Performance Standard 2 (NP2) recognizes that further economic growth through job and income creation must be balanced with the protection of workers' fundamental rights.

The workforce is a valuable asset to any company, and sound management of worker relations is an essential factor in sustainability for the company. Failure to establish and promote sound management of management-worker relationships can compromise worker engagement and retention and the success of a project.

The main objectives of NP 2 are:

- Promote fair treatment, non-discrimination and equal opportunities for workers;
- Establish, maintain and improve relations between workers and management;
- Promote respect for national labour and employment law;
- Protect workers, including vulnerable categories of workers such as children, migrant workers, workers recruited by third parties and workers in the customer's supply chain;
- Promote safe and healthy working conditions and protect workers' health;
- Avoid the use of forced labour.

This standard applies to workers employed directly by the company (direct workers), workers employed through third parties to perform tasks that are directly related to the project's critical business processes for a significant period of time (contract workers), and workers employed by the company's primary suppliers (supply chain workers).

7.2. Legal framework on occupational safety and health

7.2.1. International conventions

Niger has ratified several Conventions on occupational safety and health. In this sense, the international conventions applicable in the context of this project to exploit uranium deposits of the "Adrar Emoles 3" research permit are among others:

- Convention No. 148 on the Working Environment (Air Pollution, Noise and Vibration) ratified on 28 January 1993;
- Convention No. 155 on Health and Safety at Work, ratified by Niger on 19 February 2009;
- Convention No. 161 on Occupational Health Services, ratified by Niger on 19 February 2009;
- Convention No. 187 on the promotional framework for occupational safety and health, ratified by Niger on 19 February 2009;
- ILO Convention No. 182 on the Worst Forms of Child Labour ratified by Niger on 23 October 2000;

- ILO Convention No. 138 on Minimum Working Age ratified by Niger on 4 December 1978.

7.2.2. National texts

Niger has drafted several laws and regulations for the protection of occupational safety and health. Thus, the texts of general application in this area are:

- the Labour Code: Law No. 2012-45 of 25 September 2012, in particular in Chapter II – Hygiene, safety and health at work;
- the regulatory part of the Labour Code: Decree No. 2017-682/PRN/MET/PS of 10 August 2017;
- Decree No. 96-408/PRN/MFPT/E on the procedures for the creation of the organization and functioning of occupational health and safety committees of 4 November 1996;
- Decree 2012-358/PRN/MFPT/E fixing the minimum wage by professional category of workers governed by the inter-professional collective agreement;
- Decree No. 65-117 of 18/08/1965 determining the rules of management of the compensation and prevention regime for Accidents at Work and Occupational Diseases by the CNSS amended by Decree No. 67-123/MFP/T of 07/09/1967 and Decree No. 67-168/MFP/T of 30/11/1967.

7.2.3. Occupational Safety and Health Provisions of IFC Performance Standard No. 2

IFC Performance Standard Number 2 provides for a mechanism to protect the workforce and consistently prevent occupational health and safety conditions.

With regard to the protection of the workforce within the framework of this project, the company GLOBAL ATOMIC must at all costs avoid the employment of children in the context of its activities. This is a way of protecting them from all forms of exploitation, harm to their health or their physical, mental, spiritual, moral or social development and preserving their right to education. However, this company must take care of forced labour in all its forms, including work or service that is not performed voluntarily, but extorted from a person by the threat of the application of force or a penalty.

For the prevention of health and safety conditions at work within the framework of this project, the company GLOBAL ATOMIC must, as far as it is concerned, make the site and the living base more livable so as to prevent all physical, chemical, biological and radiological dangers, and the specific dangers incurred by women.

In addition, this company will take measures to prevent accidents, injuries and illnesses resulting from work, associated with work or occurring in the course of work by minimizing as far as reasonably possible the causes of these hazards.

Thus, always the company GLOBAL ATOMIC will treat aspects such as:

- identification of potential hazards to workers, including those that may pose a threat to their lives;
- implementation of preventive and protective measures including the modification, substitution or elimination of dangerous situations or substances;
- training of workers;

- written recording of accidents, illnesses and occupational incidents and the drafting of reports on them;
- provisions for the prevention, preparedness and response to emergencies.

7.3. Institutional framework

As part of the implementation of this project, the institutional framework for employment and working conditions, including occupational safety and health issues, consists of the following institutions.

7.3.1. Ministry of the Environment and the Fight against Desertification

It is responsible, in conjunction with the other ministries concerned, for the design, development, implementation, monitoring and evaluation of the national environmental policy. Its responsibilities include:

- the definition and implementation of policies and strategies in the fields of environmental restoration and preservation, combating desertification, climate change, biodiversity, sustainable management of natural resources and wetlands;
- the definition and implementation of policies and strategies in the field of sustainable development;
- the integration of national sectoral policies and strategies on environment and sustainable development into other national policies and strategies;
- [...] ;
- the validation of environmental assessment reports of development programs and projects, the issuance of environmental compliance certificates, the carrying out of environmental and ecological monitoring, audits and environmental assessments;
- etc.

As part of the implementation of this project, through its technical services including the National Bureau of Environmental Assessment (BNEE), this ministry will monitor the implementation of risk mitigation measures on the safety and health of workers.

7.3.2. Ministry of Employment, Labour and Social Protection

The Minister of Employment, Labour and Social Protection is responsible, in conjunction with the other Ministers concerned, for the design, elaboration, implementation, monitoring and evaluation of national policies and strategies in the field of Employment, Labour and Social Protection, in accordance with the guidelines defined by the Government.

As part of this project, this Ministry will intervene in prevention through the missions devolved to the General Inspectorate of Services and Occupational Medicine, the Directorate of Occupational Safety and Health, its representation at the level of the Agadez region including the Regional Labour Inspectorate of Agadez) and the National Social Security Fund (CNSS).

➤ **General Inspectorate of Services and Occupational Medicine**

Pursuant to the provisions of article 279 of the Labour Code, which provides that "*occupational inspectors may be appointed to the labour inspection services*", the

regulatory part of the Labour Code in its articles 11 to 15 defines the powers of labour inspectors. The latter shall take permanent action to protect the health of workers at the place of work.

➤ ***Directorate of Occupational Safety and Health***

The Directorate of Occupational Safety and Health was created by Decree No. 2016-379/PRN/MET/PS of 22 July 2016, on the organization of the Ministry of Employment, Labour and Social Protection.

As part of the implementation of this project, this directorate will monitor the application of the texts on occupational safety and health and the improvement of working conditions and the working environment. It will also ensure that workers are informed and educated in the field of occupational safety and health.

➤ ***Labour Inspectorate***

The Labour Inspectorate is the administrative structure responsible at regional level for the prevention of occupational risks and the improvement of working conditions.

Headed by a Labour Inspector, the Labour Inspectorate is responsible for ensuring the application of labour regulations as a whole. In this context, it is responsible for enforcing legislation and regulations on occupational safety and health within its territorial jurisdiction.

➤ ***National Social Security Fund***

The National Social Security Fund plays an important role in the implementation of the occupational risk prevention policy. Thus, Decree No. 65-117MFP/T of 18 August 1965, determining the rules governing the management of the compensation and prevention scheme for accidents at work and occupational diseases, amended and supplemented by Decree No. 2015-641/PRN/MET/SS/MEF of 15 December 2015, provided for in Articles 125 and 126, the mission of the CNSS in the prevention of occupational accidents and diseases.

As part of this mission, the CNSS has created within it a service for the prevention of occupational risks.

7.3.3. Ministry of Public Health, Population and Social Affairs

The Minister of Public Health (MSP), in conjunction with the other Ministers concerned, is responsible for the design, development, implementation, monitoring and evaluation of the national public health policy, in accordance with the guidelines defined by the Government.

In the field of occupational health, the MSP monitors the work of occupational inspectors, doctors and nurses practising in companies, through the Directorate of Health Promotion. They must provide him with reports of the findings made during the visits carried out. These reports also contain proposals for solutions.

7.3.4. Advisory bodies

➤ ***Technical Advisory Committee on Occupational Safety and Health***

It is established by article 261 of the Labour Code at the Ministry in charge of Labour for the study of issues concerning the health and safety of workers. It is composed in equal numbers, representatives of the State, workers and employers.

➤ ***Occupational Safety and Health Committee***

It is established through Article 145 of Law No. 2012-45 of the Labour Code, and has the following missions, among other things, to ensure:

- the application of the laws, regulations and instructions concerning safety, in particular compliance with the requirements relating to the verification of machinery, installations and appliances in establishments,
- the proper maintenance and use of collective and individual protection devices.
- carry out investigations in the event of serious accidents at work and occupational diseases, with a view to determining the causes and proposing measures to remedy them;
- Compile statistics on accidents at work and occupational diseases and other work-related health injuries and widely disseminate to all workers information on health protection and the smooth running of work;
- Etc.

8. RESPONSIBLE STAFF

Through Table No. 4 below, it is defined, the responsibilities of the staff in the context of the implementation of the project of exploitation of the Uranium Deposits of the research permit "Adrar Emoles 3" by the company GLOBAL ATOMIC.

Table 4 Staff Responsibilities

No	Functions and/or persons	Responsibilities
1	Country manager	<ul style="list-style-type: none"> • Overall coordination of the Project • Recruitment of company staff • Recruitment of Consultants and subcontracting companies • Recruitment and management of suppliers/service providers
2	Administrative and Financial Managers	<ul style="list-style-type: none"> • Administrative and Financial Management during the implementation of the project
3	Procurement Specialist	<ul style="list-style-type: none"> • Contract management (Preparation and procurement) including consultations and subcontracting
4	SHERQ Manager	<ul style="list-style-type: none"> • Development of RDTs for environmental assessments taking into account working conditions • Monitoring and follow-up of workers in the implementation of GVPs • Development of RDTs for social assessments (PAR, PSR etc.) taking into account working conditions at the social level • Monitoring and follow-up of the implementation of social measures on workers • Managing EAS/HS issues

9. POLICIES AND PROCEDURES

They concern the provisions and procedures to be followed in the event of an accident at work and an occupational disease.

9.1. Accident at work

In accordance with the provisions of Article 16 of Decree No. 65-117 of 18 August 1965, the victim of an accident at work must immediately, except in cases of force majeure, absolute impossibility or legitimate reasons, inform or have informed the employer or one of his employees. The same obligation is incumbent on the beneficiaries of the deceased insured.

The declaration is drawn up by the employer, in two (2) copies, on the official printouts published by the Fund; both copies must be sent within 48 hours, one to the labour inspectorate of the jurisdiction or to its legal substitute, the other to the National Social Security Fund.

The employer is required, as soon as the accident occurs, in accordance with the provisions of article 18 of the above-mentioned decree:

- to provide first-aid care;
- to notify the doctor in charge of the medical services of the company or, failing that, the nearest doctor;
- possibly, to direct the victim to the company or inter-company medical centre, failing that to the public health facility or the public or private hospital closest to the place of the accident;
- to give the victim a duly completed accident sheet.

The victim will present his work accident sheet to the doctor, hospital or private clinic of his choice. However, private clinics will have to be approved by joint decree of the Ministers of Labour and Health. The attending physician will draw up a medical certificate indicating the victim's condition, the consequences of the accident or, if the consequences are not exactly known, the possible consequences and, in particular, the probable duration of incapacity for work (Article 19 of Decree No. 65-117 of 18 August 1965).

The medical certificate is drawn up in triplicate by the practitioner who sends the first two to the Fund. It is up to the latter to transmit without delay one of these copies to the labour inspector and to give the third to the victim (Article 20).

When the injury is healed without incapacity or, if there is permanent incapacity, at the time of consideration, a medical certificate indicating the definitive consequences if these could not have been previously ascertained shall be drawn up by the attending physician.

The practitioner sends or delivers within 24 hours a copy of the certificate to each of the recipients indicated in Article 20 of Decree No. 65-117 of 18 August 1965). Upon view of this certificate, the Fund shall fix the date of healing or consideration. In the event of a doctor's deficiency, the Fund calls on another practitioner. The certificate sent to the victim is accompanied by all the documents used by his establishment.

The employer is required to issue to the victim an accident booklet conforming to the model set by the Fund and is approved by the Minister of Labour. The issue of the

accident booklet does not automatically entail the assumption of compensation for compensation for accidents at work and occupational diseases.

The benefits granted to the beneficiaries of this Decree include, whether or not there is an interruption of work:

- coverage of the costs of medical and surgical care;
- pharmaceutical and ancillary costs;
- coverage of hospital costs;
- the supply, repair and renewal of prosthesis and orthopaedic appliances necessitated by the infirmity resulting from the accident and recognized as indispensable under the conditions laid down in the following articles, and, under the same conditions, the repair and replacement of those which the accident has rendered unusable;
- covering the costs of transporting the victim to his or her habitual residence, to the inter-company medical centre or to the health facility or hospital;
- and, in general, the reimbursement of the costs necessary for the treatment, functional rehabilitation, vocational rehabilitation and reclassification of the victim.

With the exception of primary emergency care, which is the responsibility of the employer under the conditions laid down in Article 18 of the Decree, these benefits are borne by the Fund, which pays the amount directly to practitioners, pharmacists, medical auxiliaries and public health facilities, hospitals, corporate or business-to-business medical centres. However, transportation costs may give rise to reimbursement to the victim.

Where the victim of an accident at work is hospitalised in a public establishment, the hospital rate shall be the lowest rate applicable to paying patients and the same rule shall apply as regards the rate of hours and ancillary costs due to practitioners and medical assistants of that establishment in connection with the care given to the victim.

In the event that the victim is hospitalized in a private institution where the rates are higher than those of the nearest public hospital of the same nature, the Fund, except in cases of emergency and exceptional circumstances, is required to pay the costs only at the limit of the rates applicable in the nearest public institution.

In the event of an emergency (in accordance with the provisions of the decree), the National Social Security Fund can only cover the costs of hospitalization, treatment and, if necessary, transport of the victim to a private institution if this establishment has been approved under the regulatory conditions.

Allowances due to beneficiaries include:

- the daily allowance due to the victim during the period of temporary incapacity which forced him to interrupt his work;
- benefits other than pensions due in the event of an accident followed by death (funeral expenses);
- the pension due to the victim permanently incapacitated for work and, in the event of death, the pensions due to the victim's dependents.

The salary for the day on which the work was interrupted shall be borne in full by the employer.

9.2. Occupational diseases

Any occupational disease for which compensation is sought must be declared by the victim or his representative within fifteen days of the cessation of work to the labour inspector. The certificate drawn up by the physician must indicate the nature of the disease, in particular the manifestations observed and mentioned in the tables, as well as the probable consequences.

The list of diseases considered occupational as well as the deadlines for coverage by the Fund and the indicative list of the main works likely to cause them are set out in Annex IV of Decree No. 2015-641/PRN/MET/SS/MEF of 15 December 2015 amending and supplementing Decree No. 65-117 of 18 August 1965, determining the rules for the management of the compensation and prevention scheme for accidents at work and occupational diseases by the National Social Security Fund.

10. COMPLAINTS MANAGEMENT MECHANISM

To deal with any disputes between the actors likely to be involved in this uranium deposit exploitation project of the "ADRAR EMOLES 3" research permit, a Complaints Management Mechanism (MGP) will be set up, which is a procedure based on a system for handling complaints and other issues of misunderstanding which, when they are abused, can lead to conflict and reduced project benefits.

This Complaints Management Mechanism (PMM) is based on other similar project documents and reports on key information related to the complaints system, namely milestones including deadlines and actors.

10.1 Complaints procedure

The complaint management procedure for the uranium deposit project of the "ADRAR EMOLES 3" research licence consists of nine (9) steps ranging from the registration of the complaint to the archiving of the resolution file. Where complaints are sensitive in nature such as SEA/HS, the handling will have different aspects and will be finalised with external support with a view to having the best options to manage and validate such complaints in a safe and confidential manner and on the basis of an approach based on the needs of survivors.

Complaints Body

This Complaints Management Mechanism covers the entire scope of this project where committees created at local, communal and project level will be formed and equipped through the provision of a complaint register, telephone devices and numbers made public in the localities of intervention of the project.

These committees can be contacted by phone, sms, WhatsApp, orally or through the register of complaints.

The MGP will be organized into three levels, which also makes it possible to define the management bodies at each level.

- Local level → Local Committee
- Communal Complaints → Management Committee;
- Project level → The project team.

The project team oversees the implementation of the MGP. It works closely with local and communal authorities. Complaints addressed to projects are referred to the person in charge of the environmental component for treatment.

10.1.1. Step 1: Registration of the complaint

The first step in the process is to set up complaint reception channels that will be adapted to the socio-cultural context of project implementation. Complaints will be made verbally (where the complainant is not literate) or in writing. Verbal complaints will first be transcribed, before the rest of the process to ensure their traceability. Any complaint, whether oral or written, is recorded in a register available at the level of the deposit and management body called the Complaints Management Committee.

The addresses and contacts of the members of the bodies will be notified to potential complainants during dissemination activities. The complainant receives an

acknowledgement of receipt within 48 hours of filing his complaint. The channels for transmitting complaints will be the telephone, the referral directly or through an intermediary (relative, relative, local authorities, workers' unions, the CSST, the filing by the complainant himself).

10.1.2. Step 2: Review of Complaints

Once the complaint has been registered, a triage is carried out by the complaints bodies to distinguish the ordinary or sensitive nature of the complaints, taking into account the precise criteria used.

Non-sensitive complaints include:

- Requests for information about the project or any other concerns raised by stakeholders;
- The quality of services;
- Questions about project procedures;
- Feedback from the community;
- Circulation of machines;
- Management of nuisances related to works
- Suggestions or proposals from the community;

Sensitive complaints include:

- Ethnic and/or religious discrimination;
- Exclusion of workers who meet the eligibility criteria;
- Exclusion of workers by pressure for their participation
- Lack of respect for confidentiality rules and the survivor-centered approach of EAS/HS;
- Financial misconduct (fraud, corruption, extortion, embezzlement, etc.);
- Cases of sexual exploitation or abuse, sexual harassment;
- Violation of children's rights;
- Non-respect of local customs and customs;
- Profanation of sacred sites or cemeteries;
- Destruction of private property or damage to community property;
- Non-compensation for PAPs;
- Serious pollution of the living environment;
- Disruption of livelihoods;

- Serious accidents or deaths of a person related to project activities.

On the basis of these criteria, a study procedure adapted to each type of grievance will be chosen.

Non-sensitive complaints will be dealt with by all bodies. For sensitive complaints, after registration at local level of the MGP, only the regional and national bodies will proceed with the treatment while maintaining the confidential nature of the file limited to one or two persons at most. They shall immediately carry out the necessary investigations and shall ensure the processing, resolution and closure of the proceedings. The outcome of the processing of a grievance is addressed directly to the complainant.

For the consideration of GBV complaints the VBG focal points will be set up among the members of the MGP Committee and will serve as confidential contact points to receive information on possible incidents related to EAS/HS to trigger the referral system to provide survivors with information and access to services. It would be desirable for these focal points to act as valuable community human resources to refer survivors to services and survivors continue to turn to them for help after the project is completed. These GBV focal points set up will be trained on all response procedures with the appropriate reporting and referral mechanisms that will be defined in case of GBV (including especially EAS/HS) within the framework of the project as well as its coordination with stakeholders and the ethical standards that will be followed.

The time taken to process complaints by category is shown in Table 5 below:

Table 5 Complaint Categories and Processing Time⁶

No	Categories of Complaints	Processing time	Comments
1	Non-sensitive complaints	5 days	Acknowledgement of receipt and feedback to the complainant before investigation.
2	Sensitive complaints	10 days	Acknowledgment of receipt to the Complainant and forwarding of the complaint to the company for information via the Complaints Committee before investigation.

10.1.3. Step 3: Investigation to verify the merits of the complaint

This very important step would allow for the gathering of information and evidence to affirm or refute the grievance and to find solutions in response to the complainant's concerns. Specific skills may be requested if they are not available within the bodies of the MGP.

A maximum of five (05) business days after classification and preliminary analysis is used for this stage for all complaints whose resolution requires further investigation. The complainants concerned must be informed of the additional time limits in writing from the chairperson of the body.

10.1.4. Step 4: Proposed Responses

On the basis of the documented results of the investigations, a written reply shall be sent to the complainant. This reply highlights whether or not the complaint is valid. In case of validity, the complaints management body (depending on the level), notifies the complainant in writing, the conclusions of their investigations, the solutions chosen, the means of implementation of the corrective measures, the implementation schedule and the budget. The proposed response shall be made within two (2) working days after the investigations. Similarly, where the complaint is unfounded, a reasoned written notification will be sent to the complainant.

10.1.5. Step 5: Review responses in case of non-resolution

In the event of dissatisfaction, the complainant may contest the measures adopted. It then has the possibility to request a review of the resolutions of the complaints management body seized. The duration of the period allowed to do so is a maximum of ten (10) working days from the date of receipt of the notification of resolutions by the complainant. In such circumstances, the Management Authority has five (5) working days to review its decision and propose additional measures if necessary. The revised measures must be notified to the complainant in writing.

The possibility is offered to the complainant in case of dissatisfaction to make a judicial appeal with the assumption of legal costs if necessary at his expense.

10.1.6. Step 6: Implement corrective actions

The implementation of the measures adopted by the Complaints Management Committee cannot take place without the prior agreement of both parties, especially the complainant, to avoid any form of dissatisfaction and abuse. The procedure for the implementation of the corrective action(s) will be initiated five (05) working days after the acknowledgement of receipt by the complainant, of the letter notifying him of the solutions chosen and in return following the agreement of the complainant recorded in a Minutes (MINUTES) of consent.

The complaints management body will put in place all the necessary means to implement the resolutions agreed and will play its part in order to respect the schedule chosen. A report signed by the Chairman of the Complaints Management Committee and the complainant will sanction the end of the implementation of the solutions.

10.1.7. Step 7: Close or extinguish the complaint

The procedure will be closed by the bodies of the complaints management body if the mediation is satisfactory for the various parties, in this case the complainant, and the agreement proved by a Minutes signed by both parties. The closure of the file occurs after three (03) working days from the date of implementation of the response attested for local or intermediate authorities and five (5) working days by the national authority. The extinction will then be documented by these different instances according to the level(s) of treatment involved.

10.1.8. Step 8: Reporting

All complaints received under the Project's MGP will be recorded in a processing register, within a period not exceeding five (05) working days from the date of implementation of the resolution, for local or intermediate authorities and seven (07) working days for the national authority. This operation will make it possible to document

the entire complaint management process and draw the necessary lessons through a simple and adapted database designed for this purpose.

10.1.9. Step 9: Archive

The project will set up a physical and electronic archiving system for the filing of complaints. Archiving will take place within six (06) working days from the end of the report. All supporting documents for the meetings that were necessary to reach the resolution will be recorded in the complaint file. The archiving system will provide access to information on: (i) complaints received (ii) solutions found and (iii) unresolved complaints requiring further action.

However, the complainant may lodge his complaint with the judicial authorities at any stage of the complaint management mechanism. This referral may in some cases delay the implementation of the project. Also, it is necessary to sensitize the community to favor the amicable settlement for which the MGP is established.

It should also be noted that EAS/HS complaints will be dealt with specifically within the MGP. The project will work closely with entities dedicated to addressing these issues. Thus, all complaints and denunciations of EAS/HS cases registered under the project will be directly transferred and processed by the specialized entities.

11. MANAGEMENT OF CONTRACTORS AND SUPPLIERS

11.1. Management of Workers employed by third parties

As part of the implementation of the project, suppliers of goods and service providers will be selected according to the procedures of the project procurement plan in accordance with national procurement procedures. The services will be governed by the Labor Code and the General Tax Code and will be performed in compliance with the IFC Performance Standards.

Around these service providers gravitate third parties for whom they must ensure that they are reputable and legitimate and that they have appropriate EMS to conduct their activities in accordance with the requirements of Performance Standard Number 2.

Indeed, global atomic will put in place policies and procedures to manage and monitor the performance of these third employers in accordance with the requirements of this Performance Standard. In addition, it will use commercially reasonable efforts to incorporate these requirements into contractual agreements with these third-party employers.

In addition, GLOBAL ATOMIC will ensure that employers of third parties have access to a complaint management mechanism. If the latter are unable to provide these workers with a complaint management mechanism, global atomic puts its own complaint management mechanism at the service of workers provided by the third party.

11.2. Supply Chain Management

As part of the environmental and social assessment, the potential risks of child labour, forced labour and serious safety issues that may arise from primary suppliers will be identified.

After the constitution of the database of suppliers of the Company GLOBAL ATOMIC, they will all be required to sign the specific Codes of Good Conduct to avoid abuse and in particular child labor or forced labor.

In addition, where there is a serious risk related to security issues relating to employees of primary suppliers, the company will require the primary supplier to develop procedures and mitigation measures to address it in accordance with the Security Risk Assessment. These procedures and mitigation measures will be reviewed periodically to verify their effectiveness.

Quarterly to semi-annual control depending on the size of the company and the duration of its service contract will be exercised on primary suppliers, particularly as part of the risk management related to the activities they will implement. Following the results, the company will replace, within a reasonable period of time, the defaulting primary suppliers with suppliers who can demonstrate that they will meet the relevant requirements.

CONCLUSION

The project to exploit the uranium deposits of the "*Adrar Emoies 3*" research permit (Agadez region, Niger), will be implemented in compliance with national and international labour texts.

During its implementation, this project will mobilize a workforce that can consist of direct workers, contract workers, employees of primary suppliers and migrant workers.

In order to promote occupational safety and health, and encourage fair treatment, non-discrimination and equal opportunities for project workers, these PGMOs have been developed in accordance with the requirements of the IFC Performance Standards, the Equator Principles and national texts including Law No. 2012-45 of 25 September 2012, on the Labour Code of the Republic of Niger and Decree No. 2017-682/PRN/MET/PS of 10 August 2017 on the regulatory part of the Labour Code.

The activities that will be implemented within the framework of this project, employer/employee and employee/employee relations can be a source of accident risks, psychosocial risks, risks of respiratory diseases, risks of visual and ergonomic fatigue and other biological contaminations, risks of tensions/conflicts between local populations and workers, the risks of diseases related to the modification of the sound environment, the risks of radiological contamination, security risks and the risks of occurrence of gender-based violence.

To manage these different risks, measures were proposed at the end of the present study. These include the establishment of a Complaints Management Mechanism and the development of procedures for the proper management of suppliers and service providers and employees of primary suppliers.

APPENDICES

Appendix 1: Bibliographic References

Appendix 2: Codes of Conduct

Appendix 1: Bibliographic References

- **World Bank**, *Environmental and Social Framework*, 2017, 121 pages.
Mandated Financial Institution (EPFI), *Equator Principles*, July 2020, 42 pages.
- **International Finance Corporation**, *Environmental and Social Sustainability Performance Standards*, January 2012, 64 pages.
- **GLOBAL ATOMIC FUELS CORPORATION**, *Environmental and Social Impact Study of the Uranium Deposits Exploitation Project of the Research Permit "Adrar Emoies 3" (Agadez Region, Niger)*, February 2022, 206 pages.
- **USAID**, *Environmental and Social Feasibility Study of the Mini-Grid Project in Niger*, February 2020, 98 pages.
- **Integrated Urban Development and Multisectoral Resilience Project (P175857)**, *Workforce Management Procedures (BMMP)*, December 2021, 66 pages.
- **MINISTRY OF PETROLEUM, ENERGY AND RENEWABLE ENERGIES**, *Procedures for Workforce Management of the Project to Accelerate Access to Electricity in Niger*, May 2021, 76 pages.

Appendix 2: Codes of conduct for the implementation of EHS and HST standards and the prevention of GBV and ECV

In order to establish an EAS/HS risk mitigation system, the following provisions should be required:

- All employees of the company (including its subcontractors), the prime contractor and other consultants who have an imprint in the project area must sign a code of conduct;
- A real action plan for preventing and combating sexual exploitation and abuse and sexual harassment must be put in place so that workers have a clear understanding of the policy and expected behaviour, as well as a complaint management mechanism. This action plan should include training and communication programmes as well as measures to inform the community affected by the project of the code of conduct that project staff have just signed; and
- The action plan should set out accountability and response protocols that set out the procedures to be followed to hold people accountable and to punish staff who have violated SEA/HS policies.

Note to the tenderer: The minimum content of the form or code of conduct, as defined by the contracting authority, shall not be substantially altered. However, the tenderer may add rules it deems appropriate, including to take into account issues/risks specific to the contract or contract.

Note to the contracting authority: The following minimum rules shall not be changed. The developer may add additional rules concerning specific issues identified as a result of a relevant environmental and social assessment. Among the issues identified were risks associated with: the influx of labour, the spread of communicable diseases, sexual exploitation and abuse, etc. Delete this box before publishing tender documents.

A. GENERAL

The purpose of these *Codes of Conduct and Action Plan for the Implementation of Environmental and Social, Health and Safety (ESHS) and Occupational Health and Safety (HST) Standards and the Prevention of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (EAS), Sexual Harassment (HS), and Violence against Children (VCE)* consists of introducing a set of key definitions, codes of conduct and guidelines in order to:

- Clearly define the obligations of all project staff (including subcontractors and day labourers) regarding the implementation of environmental, social, health and safety (ESHS) and occupational health and safety (HST) standards; and
- Contribute to the prevention, identification and control of GBV/EAS/HS and ECV on the construction site and in surrounding communities.

The application of these Codes of Conduct will ensure that the project achieves its objectives in terms of ESHS and HST standards, as well as prevent and/or mitigate the risks of GBV/EAS/HS and VCE at the project site and in local communities.

Those working in the project must adopt these Codes of Conduct which aim to:

- Sensitize the staff operating in the project to the expectations in terms of ESHS and HST;

- Create awareness about GBV/EAS/HS and HCVs, and:
- Create a consensus that such acts have no place in the project;
- Establish a protocol to identify GBV/EAS/HS and HCV incidents; respond to such incidents; and sanction them.

The purpose of the Codes of Conduct is to ensure that all project personnel understand the moral values of the project, the conduct that every employee is required to follow, and the consequences of violations of those values. This understanding will contribute to a smoother, more respectful and productive implementation of the project, to ensure that the project objectives are achieved.

B. DEFINITIONS

In these Codes of Conduct, the following terms will be defined below:

Environmental, Social, Health and Safety Standards (ESHS): a general term covering issues related to the project's impact on the environment, communities and workers.

Occupational Health and Safety (HST): Occupational health and safety aims to protect the safety, health and well-being of people working or employed in the project. Respect for these standards at the highest level is a fundamental human right that should be guaranteed to every worker.

Gender-based violence (GBV): A generic term for any harmful act perpetrated against a person's will and based on the differences that society establishes between men and women (gender). It includes acts that cause physical, sexual or psychological harm or suffering, the threat of such acts, coercion, and other forms of deprivation of liberty. These acts can occur in the public or private sphere (Inter-Agency Standing Committee Guidelines on Gender-Based Violence, 2015, p.5).

Sexual exploitation: Taking advantage of or attempting to take advantage of a state of vulnerability, unequal power or trust for sexual purposes, including but not limited to obtaining a pecuniary, social or political benefit (United Nations Glossary on Sexual Exploitation and Abuse, 2017, p.6).

Sexual abuse: Any physical intrusion of a sexual nature committed by force, coercion or through unequal intercourse, or the threat of such intrusion (United Nations Glossary on Sexual Exploitation and Abuse, 2017, p. 5).

Sexual Harassment: Any unwanted sexual advance or request for sexual favors or any other verbal or physical behavior with a sexual connotation.

Violence against children (VCE): physical, sexual, emotional and/or psychological harm, neglect or neglectful treatment of minor children (i.e. under 18 years of age), including the fact that a child is exposed to such harm to a third person that results in actual or potential harm to his or her health, survival, development or dignity, in the context of a relationship of responsibility, trust or power. This includes the use of children for profit, work, sexual gratification or any other personal or financial benefit. This also includes other activities such as using computers, mobile phones, video devices, digital cameras or any other means to exploit or harass children or to access child pornography.

Malicious solicitation of children: these are behaviors that allow an aggressor to gain the trust of a child for sexual purposes. This is how an offender can establish a

relationship of trust with the child and then seek to sexualize that relationship (for example, by encouraging romantic feelings or exposing the child to sexual concepts through pornography).

Liability and confidentiality measures: measures put in place to ensure the confidentiality of survivors and to hold contractors, consultants and the client accountable for the establishment of a fair system for dealing with GBV and ECV cases.

Child: a term used interchangeably with the term "minor" which refers to a person under the age of 18. This is in line with Article 1 of the United Nations Convention on the Rights of the Child.

Child protection: an activity or initiative aimed at protecting children from any form of harm, in particular as a result of the VCE.

Consent: is the informed choice that underlies a person's free and voluntary intention, acceptance or agreement. There can be no consent when such acceptance or agreement is obtained by threat, force or other forms of coercion, kidnapping, fraud, deception or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if the national legislation of the country where the Code of Conduct is introduced considers sexual majority at a lower age. Ignorance of the child's age and consent cannot be invoked as a defence.

Consultant: any company, company, organization or other institution that has been awarded a contract to provide consulting services for the project and has hired managers and/or employees to perform this work.

Contractor: any company, corporation, organization or other institution that has been awarded a contract to provide construction services as part of the project and has hired managers and/or employees to perform this work. This includes subcontractors hired to perform activities on behalf of the contractor.

Employee: any person who provides labour to the contractor or consultant in the country, at the project site or outside, under a contract or employment agreement for wages, performed formally or informally (including unpaid interns and volunteers), without responsibility for managing or supervising other employees.

GBV Incident Allegation Procedure: Prescribed procedure for reporting GBV or ECV incidents.

CODE OF CONDUCT FOR GBVs: Code of Conduct adopted for the project covering the commitment of the company and the responsibility of managers and individuals regarding GBVs and CEVs.

Complaints and Grievance Management Mechanism (PMM): the process established by a project to receive and process complaints.

Manager: any person offering labour to a contractor or consultant, on or off site, under a formal or informal employment contract and in exchange for a salary, with responsibility for controlling or directing the activities of the team, unit, division or

similar of a contractor or consultant and with the responsibility of supervising and managing a predefined number of employees.

Perpetrator: the person(s) who commits or threatens to commit an act or acts of GBV or ECV.

Intervention Protocol: Mechanisms in place to respond to GBV and ECV (see Section 4.7 Intervention Protocol).

Survivor(s): the person(s) negatively affected by GBV or ECV. Women, men and children can be survivors of GBV; only children can be survivors of VCE.

Construction site: the place where the infrastructure development work is taking place under the project. Consultancy missions are considered to have as their site the places where they take place.

Site environment: the "project area of influence" which is any place, urban or rural, directly affected by the project, including human settlements.

C. CODE OF CONDUCT FOR COMPANY PERSONNEL

We are the Entrepreneur *[insert name of entrepreneur]*. We have signed a contract with *[insert the name of the Client]* to *[insert the description of the works]*. This work will be carried out at *[insert site or other locations where the work will be performed]*. Our market requires that measures be implemented to prevent the environmental and social risks associated with this work, including the risks of sexual exploitation, abuse and harassment.

This Code of Conduct is part of our measures to take into account the environmental and social risks associated with the work. This applies to all our staff, workers and other employees at the site of the work or other places where the work is performed. This also applies to the staff of each of our subcontractors and any other personnel accompanying us in the execution of work. All such persons are referred to as "**The Contractor's Personnel**" and who are subject to this Code of Conduct.

This Code of Conduct identifies the behavior we require of the Contractor's Personnel.

Our workplace is an environment where all dangerous, abusive or violent behaviour will not be tolerated and where all people should feel entitled to report any problems or concerns without fear of reprisal.

REQUIRED CONDUCT

The Contractor's Personnel must:

1. carry out its duties in a competent and diligent manner;
2. comply with the Code of Conduct and all applicable laws, regulations and other requirements including requirements to protect the health, safety and well-being of the Contractor's personnel and any other persons;
3. maintain a safe working environment including:

- a. ensure that workplaces, machinery, equipment and manufacturing processes are safe and free of health risks;
 - b. wear the required personnel protective equipment;
 - c. apply appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. follow applicable safety procedures in operations.
4. report work situations that he/she does not believe to be safe or healthy and withdraw from a work situation that he/she believes reasonably presents an imminent and serious danger to his/her life or health;
 5. treat other people with respect and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
 6. not engage in Sexual Harassment activities, which means unwelcome sexual advances, requests for sexual favours and other verbal or physical behaviour with a sexual connotation towards the Contractor's or The Owner's staff;
 7. not engage in Sexual Exploitation activities, meaning abusing or attempting to abuse a state of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another person;
 8. not engage in Sexual Abuse, which means physical intrusion or threat of physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
 9. not engage in any form of sexual activity with anyone under the age of 18, except in the case of a pre-existing marriage;
 10. attend relevant training courses to be provided on the environmental and social aspects of the Market, including health and safety issues, and Sexual Exploitation and Abuse (SEA), and Sexual Harassment (HS);
 11. formally report violations of this Code of Conduct; and
 12. not to retaliate against any person who reports violations of this Code of Conduct, whether to us or to the Client, or who uses the Contractor's personnel complaint mechanism or the Project Grievance Mechanism.

REPORT CONCERNS

If a person becomes aware of conduct that he or she believes may constitute a violation of this Code of Conduct, or that is otherwise of concern to the individual, he or she should report it as soon as possible. This can be done in either of the following ways:

1. Contact *[insert name of the Contractor's social expert with relevant experience in the treatment of GBV, or if such person is not required under the Contract,*

another person designated by the Contractor to deal with such matters] in writing at that address [*insert*] or by telephone to [*insert*] or in person to [*insert*]; or

2. Call [*insert*] the Contractor's hotline (if applicable) and leave a message.

The identity of the person will remain confidential, unless the reporting of allegations is required by the country's legislation. Anonymous complaints or allegations can also be submitted and will be investigated anyway. We take all reports of possible misconduct seriously and will investigate and take appropriate action. We will provide referrals from service providers who may be able to assist the person who experienced the alleged incident, if any.

There will be no retaliation against a person who, in good faith, reports a concern about any conduct prohibited by this Code of Conduct. Such retaliation would constitute a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATION OF THE CODE OF CONDUCT

Any violation of this Code of Conduct by the Entrepreneur's staff may result in serious consequences, up to and including dismissal and possible referral to the judicial authorities.

FOR CONTRACTOR'S STAFF:

I have received a copy of this Code of Conduct in a language that I understand. I understand that if I have any questions about this Code of Conduct, I may contact [*insert name of Contractor contact person with relevant experience*] to request an explanation.

Company employee name: [*insert name*].

Signature: _____

Date: (Day/month/year): _____

Countersignature of the authorized representative of the company:

Signature: _____

Date: (Day/month/year): _____