

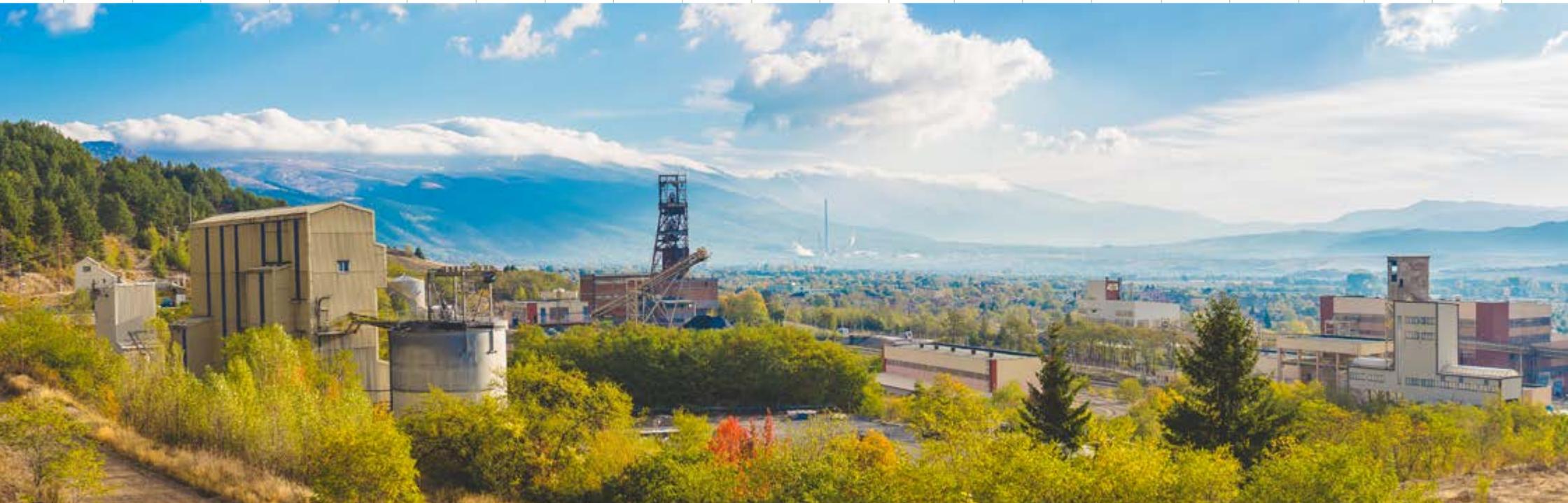


Sustainability Update 2018




Dundee
PRECIOUS METALS

dundeeprecious.com



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*Open Doors Day 2017
at the Chelopech Mine*

Since the inception of Dundee Precious Metals (DPM) in 2004, we have always been cognizant of the impact of our activities on people, communities, and the environment and society-at-large. We recognized early on that there is a natural symbiotic relationship between the economics of the business and our social and environmental performance, and this has influenced our decision-making throughout the evolution of our corporate strategy, mission, vision and values.

“Sustainability” is a notoriously difficult concept to define in the mining sector, is often fraught with controversy, and is even more

difficult to prove and demonstrate. In short, for DPM, sustainability begins with the way we think, the way we behave as individuals and as a Company, and the way we operate. We understand that sustainability in the mining industry requires companies to have an enduring and robust business strategy that can deliver prosperity to all stakeholders over the long term.

At DPM, we believe that this is achieved through a holistic approach to Corporate Responsibility, which is one of the Company’s four “Strategic Imperatives”—together with Effective & Accountable Organization, Core Business Excellence and Creativity & Innovation—embedded into all aspects of the business over the lifecycle of its activities. The entire foundation of the Company and its approach to corporate responsibility is built on six Core Values: Safety, Dignity & Respect, Environmental Responsibility, Community Investment, Continuous Improvement, and Transparency. These, together with the Strategic Imperatives support the Company’s brand promise: We Succeed Because We Care.

We are very well aware of our impact on the broader society and our contributions, albeit small, to global sustainable development. Recently, we have been mapping how our values, and ultimately, the outcomes of our activities, align with and contribute to the achievement of the United Nations’ Sustainable Development Goals (SDGs). Throughout this booklet, you will see this alignment in action, with some concrete examples of what we believe to be our contribution to the SDGs.

To solidify our approach and philosophy to corporate responsibility and sustainability, we have also recently introduced a new Corporate Responsibility Policy. This new policy reinforces and strengthens our integrated approach to managing our commitments

and responsibilities across three broad pillars: Health and Safety, Environment and Social.

Since 2011, we have been reporting annually on our sustainability performance and have demonstrated that DPM is a true leader in this field. This Sustainability Update further demonstrates how we are consistently and successfully translating words into actions. It shows the connections between our philosophy, strategy, mission, vision and values and the measurable outcomes of our on-the-ground activities.

Our aim is to make a difference wherever we can, build a resilient business, be the best employer, a strong community partner and a steward of our natural environment. Our commitment is to deliver excellence in sustainability and to create value for all our stakeholders. This booklet is designed to be proof and a validation of that commitment. We hope you enjoy it and welcome any feedback or comments you may have.

Rick Howes

President and Chief Executive Officer

Nikolay Hristov

Senior Vice President, Sustainable Business Development

Our Core Values



Safety

The health and safety of our employees and local communities are paramount and enable us to be in business. Safety can never be compromised.



Dignity and Respect

We care about people – their well-being, their careers and development, and their day-to-day work experience. We treat all colleagues fairly, listen to their input and work with them to create solutions that respect both individual needs and corporate interests.



Environmental Responsibility

We are leaders in promoting sustainable growth and environmental responsibility. We go beyond legislative compliance to promote pragmatic environmental solutions and practices in all of our operations.



Community Investment

We care about the quality of the communities in which we operate. Our legacy will be to ensure we have helped residents make the community a better place than before we arrived on the scene. We have a strong corporate and social responsibility to the communities in which we invest.



Continuous Improvement

We are passionate about continuous improvement. We seek out and execute operational practices that drive innovation, speed to market, cost efficiency, technical and professional excellence.



Transparency

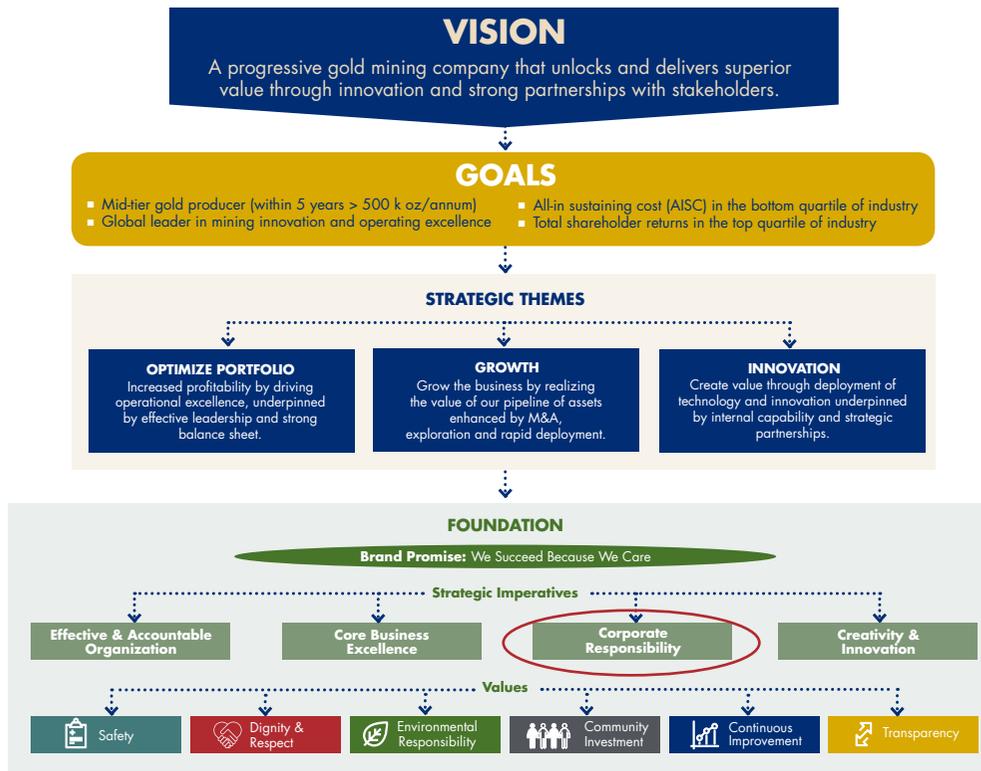
We set and uphold the highest ethical standards and business practices. Our dealings with employees, governments, stakeholders and communities are open, honest and transparent. We do what we say we will do and fulfill our commitments. We hold each other accountable for delivering results.



Our integrated strategy



Business Strategy



Success in Corporate Responsibility is predicated on: having capable, engaged, committed and motivated people at every level of the organization; having informed and engaged stakeholders; applying global thinking with a localized approach; committing to and applying international good practices, wherever we do business; providing the appropriate human, financial and technical resources to support responsible business practices; and having unquestionable ethics.

We operationalize this by having a business model that embeds risk and performance management, transparent reporting, audit and assurance and continuous improvement into every aspect and level of the business. Because of this, we are realistically able to commit to the following:

Corporate Responsibility Policy



Health and Safety	Environment	Social
<p>Strive to eliminate fatalities, workplace injuries and occupational illnesses.</p> <p>Continuously improve our leadership and behaviour to achieve an interdependent workplace culture.</p> <p>Design, operate and maintain safe and healthy workplaces.</p> <p>Engage our workforce to identify workplace hazards and effectively manage risk through application of the hierarchy of controls.</p> <p>Develop and maintain a fit for work and competent workforce.</p> <p>Promote wellness to enhance physical and mental health.</p>	<p>Optimize our environmental footprint throughout the business life cycle.</p> <p>Ensure the efficient use and protection of the natural physical and biotic environment.</p> <p>Effectively control, reduce and responsibly manage emissions, effluents and waste.</p> <p>Apply a rigorous holistic approach to tailings management to achieve safe, long-term disposal.</p> <p>Build resiliency into our business plans, taking into account the impact of climate change.</p> <p>Identify, plan and sufficiently finance our closure obligations.</p>	<p>Respect human rights and avoid contributing to adverse human rights impacts.</p> <p>Contribute to the development of vibrant communities and sustainable livelihoods.</p> <p>Engage openly with local communities, governments and other organizations to build and maintain trust-based relationships.</p> <p>Collaborate to support community health and wellness.</p> <p>Identify and address the social impacts of our activities throughout the business life cycle.</p> <p>Respect the local culture and protect heritage resources.</p>
<p>Understand the Company's impact and influences across the entire value chain and, wherever possible, apply principles of responsible sourcing and materials stewardship.</p>		

DPM's Contribution to the United Nations' Sustainable Development Goals and Local In-Country Development

At the 2015 United Nations Summit on Sustainable Development, seventeen Sustainable Development Goals (SDGs) were adopted that aim to end poverty, protect the environment and promote prosperity by 2030.

At DPM, we believe that the private sector has a vital role to play in achieving these goals. In our view, both the appropriate international and national policies together with the alignment of private sector business strategies and objectives are required if these goals are to be successfully achieved by 2030.

For DPM, this means that we need to be aware of and understand how our everyday business activities impact society as a whole. This, in turn, influences how we think about occupational and community health and safety, environmental protection and stewardship, social wellbeing, and sustainable business development throughout the entire business cycle, including closure and post-closure.

DPM's contribution to a sustainable future is achieved by ensuring that: we continue to innovate; build strong and trust-based partnerships with our stakeholders; meaningfully engage with communities in ways that support and care for local livelihoods; protect and nurture the environment; and make paramount the health and safety of our employees and communities where we operate.

We have placed the SDG symbols on stories where Dundee Precious Metals' contributions are relevant. The meaning of each of these symbols is explained at right on this page.

SUSTAINABLE DEVELOPMENT GOALS

	NO POVERTY		REDUCED INEQUALITIES
	ZERO HUNGER		SUSTAINABLE CITIES & COMMUNITIES
	GOOD HEALTH & WELL-BEING		RESPONSIBLE CONSUMPTION & PRODUCTION
	QUALITY EDUCATION		CLIMATE ACTION
	GENDER EQUALITY		LIFE BELOW WATER
	CLEAN WATER & SANITATION		LIFE ON LAND
	AFFORDABLE, CLEAN ENERGY		PEACE, JUSTICE & STRONG INSTITUTIONS
	DECENT WORK & ECONOMIC GROWTH		PARTNERSHIPS FOR THE GOALS
	INDUSTRY, INNOVATION & INFRA-STRUCTURE		

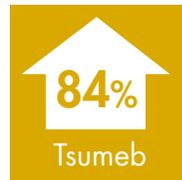
2017 Sustainability Highlights



We continue to invest in improvements in all aspects of our business.

While increasing production we have managed our resource intensity and reduced our emissions in an effort to minimize our overall footprint.

Production in 2017 vs. 2013



Injury Frequency Rates

Our injury rates are down despite the increase in production



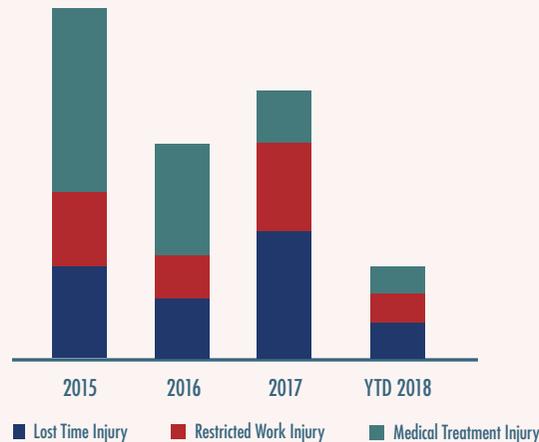
DPM Lost Time Frequency Injury Rate



DPM Medical Treatment Frequency Rate



DPM ANNUAL FREQUENCY RATES



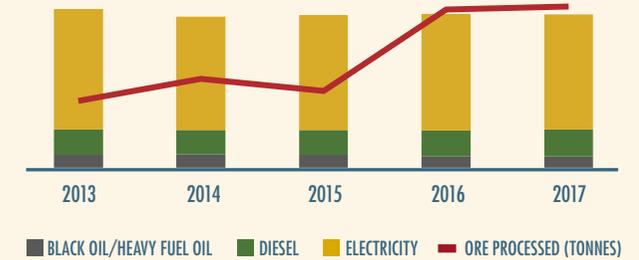
Energy management



We have committed to better managing our energy resources and the resulting emissions in the coming years throughout our operations.

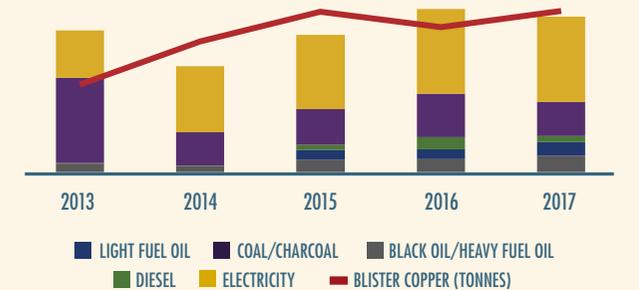
CHELOPECH ENERGY USE YEAR-ON-YEAR

Despite increasing production, Chelopech has kept their energy use stable.



TSUMEB ENERGY USE YEAR-ON-YEAR

Energy use at Tsumeb has increased due to the commissioning of the acid plant with increased oil and electricity use vs. coal.



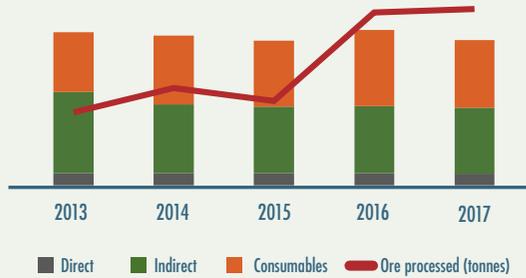
Lower GHG emissions

Overall the amount of GHG we generate per tonne of production continues to decline.



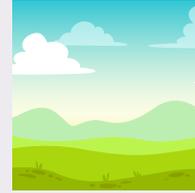
GHG EMISSIONS FROM CHELOPECH

Chelopech has increased production but GHG emissions remain constant and intensities continue to decrease.

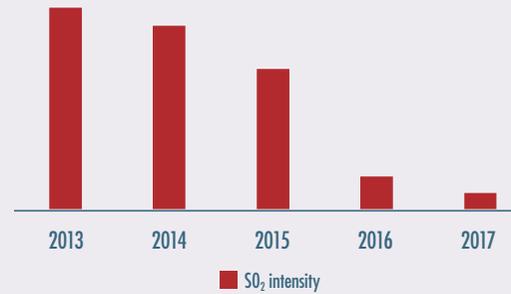


Lower SO₂ emissions

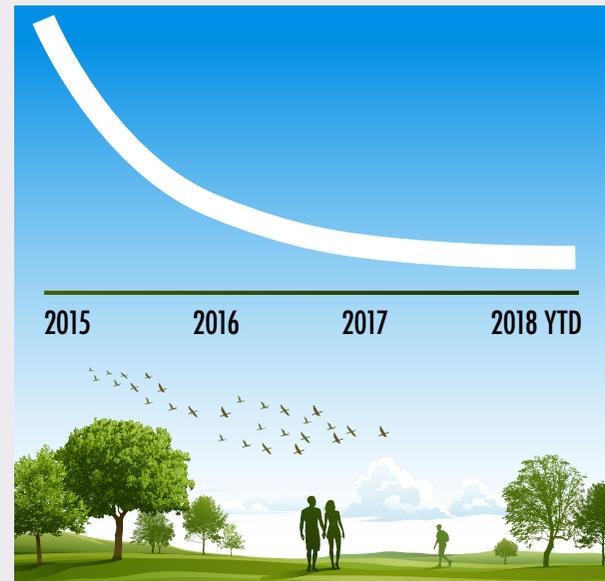
We have seen a dramatic reduction in concentrations of SO₂ measured in the community and a corresponding reduction in the number of complaints since the commissioning of the sulphuric acid plant.



SO₂ EMISSIONS PER TONNE BLISTER COPPER



COMMUNITY COMPLAINTS AS A RESULT OF SO₂



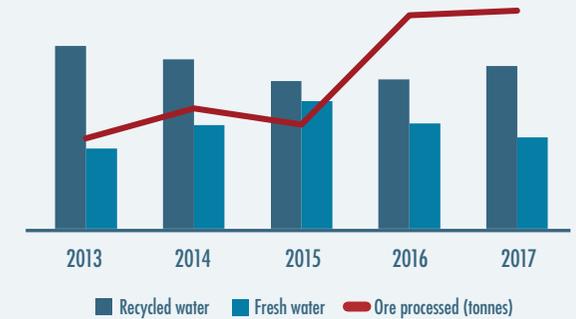
Water management

In line with the Sustainable Development Goals, we are developing plans to improve water use over the next several years.



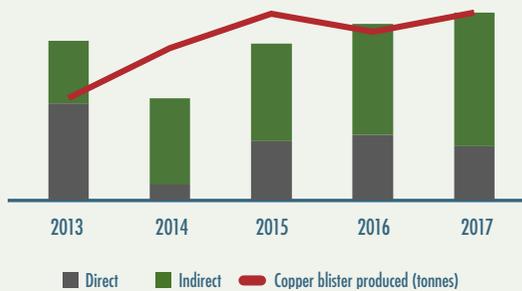
WATER USE IN CHELOPECH YEAR-ON-YEAR

Chelopech maintained its water use despite an increase in production.



GHG EMISSIONS FROM TSUMEB

Implementation of environmental controls has increased GHG emissions with a slight increase in intensities.



WATER USE IN TSUMEB YEAR-ON-YEAR

Water Intensity at Tsumeb has increased due in part to sulphuric acid production.



Proud of My Parents' Work



Children visiting our Chelopech mine during the "Proud of my Parents' Work" day

Dundee Precious Metals Chelopech took part in the UN Global Compact Network "Proud of My Parents' Work" project, for the first time, on Revival Leaders' Day. Fifty-four children visited their parents at their workplace and had the chance to see some of their parents' duties and feel the spirit of community and camaraderie at their workplace.

The children were split into two groups and played in group exercises on various themes in which they learned where the precious metals came from, how they were mined, how many different jobs and professionals must come together to get the work done and convert the solid rock into mineral concentrates.

A team of company geologists introduced them to their profession. The children learned about volcanic activity and the origin of minerals. They were able to draw their own orebody model and use a magnifying glass to have a closer look at the textures of the Chelopech rocks.

Experiencing the interactive mine decline model gave the children the sense of what it is like to work in an underground environment. Putting on Personal Protective Equipment focused them on the importance of safety and compliance with rules so that everybody goes home safe and healthy every day.

One profession that generated particular interest was that of the mine rescuer. The practical exercise of putting out a fire and the chance to look in the proprietary ambulance and fire truck added more understanding of the work and responsibilities of the people who were committed to helping others.

One of the children radioed his father, who was doing his shift in the mine. Thanks to the IT technologies and wireless networking that have been implemented in the mine, the child had a video and telephone connection with his father underground.

Another child saw his father off to work and wished him a good and safe shift in the mine. He walked with his father to the shift briefing and then to the change room and the lamp room—the everyday routine of every mine worker at shift start.

The enthusiasm of the children, their emotional reactions and smiles turned an otherwise normal workday into a holiday for all company employees and visitors.

The children were actively and emotionally involved and very excited to share their positive experience from a day in a mining company and were even eager to start work in the mine the very next day.

The main purpose of this project is to demonstrate to children that the role of labourer is essential and every worker is important and valuable to society, regardless of their profession.



Learning about the origin of minerals



***When you hear
“this is the best day of my life!”
from a genuinely intrigued child,
you truly understand how meaningful and
fruitful the “Proud of My Parents’ Work”
project is.***

Aligning with
Dundee Precious Metals
Core Values



Dignity and Respect



Safety



Community Investment

Aligning with United Nation’s
Sustainable Development Goals



Coats for education



Students at Ondundu Primary School show their raincoats

Students at Ondundu Primary School can now attend classes regardless of the weather as the school received raincoats from Dundee Precious Metals Tsumeb.

Attending the event was Dundee Precious Metals Tsumeb Social Performance Senior Manager, Isai Nekundi; Oshikoto Regional Councilor for the Tsumeb constituency, Honorable Lebbius Tangeni Tobias; representing the Mayor of Tsumeb, Cllr. Ingenesia David; The Oshikoto Circuit Inspector, Gottlieb Gee Shikongo; Ondundu Principal Juliane Nakale; teachers and students.

According to Mr. Nekundi, the initiative to donate raincoats came after a Dundee employee, driving to work on a rainy morning, witnessed children who had been soaked running through the rain on their way to school. Although the students had been drenched by the rain, it did not dampen their spirits and they had smiles on their faces as they continued their journey to school.

Good health is possible when people are surrounded by communities that support their physical, emotional and spiritual well-being.

Nekundi praised the learners' determination to receive education. "Your determination to get to school and get your education despite the circumstances is nothing less than admirable. As a responsible corporate citizen, Dundee firmly believes in the importance of education for the development of our nation and for the overall benefit to humanity" he said.

"The quest to educate each Namibian child is everyone's and not only the government's responsibility. We can all play different roles in the mission to ensure learners receive the best education on our watch. We can all contribute in building a better and educated Namibia" he added.

Nekundi concluded by wishing the students well on their examinations, a great academic career and thanking the Ondundu management team for accepting DPM's gesture on behalf of the students and recognizing the importance of a need that is overlooked by many.

Oshikoto Regional Councilor for the Tsumeb constituency, Honorable Lebbius Tangeni Tobias, thanked Dundee on behalf of the Tsumeb community and commended them for responding positively to the President's call to build the country together.

"We are all as Tsumeb community beneficiaries from Dundee. On behalf of the Tsumeb community I wish to thank Dundee for



Children receiving their raincoats

the wonderful donation they gave to Ondundu School. They have responded positively to the call from His Excellency the President of the Republic of Namibia, Hage Geingob of holding hands and building this country together. I thank them for taking care of our children!"

Providing clothing for good health and well being improves attendance and graduation rates.



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Core Values



Safety



Community Investment

Aligning with United Nation's
Sustainable Development Goals





Land reclamation in progress at the TMF

The project's objective is to consider various scenarios

for the reclamation of disturbed land within the footprint of the DPM Chelopech (DPMC) Tailings Management Facility (TMF); reclaim it for agricultural use; identify opportunities for adapting certain essential oil species, enable them to grow on reclaimed land and achieve an economically feasible harvest; recommend plant species that would grow best on reclaimed land, retain their quality and demonstrate that this land can be used for agricultural purposes once it has been reclaimed.

This six-year project commenced in 2011 and ended in 2017. Its concept and objectives were aligned with DPM's policy for environmental protection and sustainable local development.

The project was implemented by a team of experts from the University of Forestry in Sofia, in cooperation with staff from the DPMC Environment Department. The project also provides for the hiring of unemployed people under joint social programmes implemented by DPM and the Municipalities of Chavdar and Chelopech, as well as cooperation with local companies.

Experimental plots in the area of the DPMC TMF were set up to conduct planned field tests. Land plots imitated TMF post-closure soil conditions, following rehabilitation by applying different methods. Field tests were conducted on a five decare area.

To ensure the quality of conducted tests, as early as the planting phase, the test field was separated into two areas—with and without irrigation. A drip irrigation system was installed in the irrigated area. Both plots were planted with lavender, peppermint, red geranium, common balm, and sage. The plants were grouped by type, and each individual area was divided into a limed and non-limed section, in order to monitor plant growth at different soil acidity levels.

The growth and development of essential oil and industrial crops were monitored and analyzed annually. The project team analyzed the winter time behavior of plants, soil water quality parameters, soil and tailings quality parameters, electrical conductivity and pH. Plants were sampled for assaying in order to establish absorbed elements. Biometric tests of plants and produce were also conducted.

Project results will be used to prepare future designs and plans for closure and rehabilitation of the DPMC TMF. Based on the conducted research and field tests, once rehabilitation is done, the

local community will have the opportunity to use the land for the commercial cultivation of suitable industrial crops.

In addition, the project was a chance for approx. 150 students from the University of Forestry and the University of Mining and Geology to see some practical ways of using industrial crops for the bio-remediation and rehabilitation of lands disturbed by mining operations.

Project funding was provided by DPM Chelopech and project costs covered materials, labour, and the participation of the team of experts from the University of Forestry.



Thanks to the implementation of this project, we will be able to choose the best rehabilitation method for the DPMC TMF and give the local community opportunities to use reclaimed land in a sustainable manner.



We produce materials that are vital to our present-day world and responsible mining helps stabilize the societies in which we work and improve the quality of life for our people and our communities.

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Core Values



Environmental Responsibility



Continuous Improvement



Community Investment

Aligning with United Nation's
Sustainable Development
Goals



Instilling pride in students



Students receive uniforms from Dundee Precious Metals to help them on their educational journey

Students at Berg Aukas Primary School received a donation of 283 school uniforms from Dundee Precious Metals Tsumeb.

Dundee Precious Metals Tsumeb Senior Manager: Social Performance, Isai Nekundi reiterated DPM's commitment to Namibian education and the Harambee Prosperity Plan's aim of strengthening educational institutions.

"Being afforded an opportunity to be in school, is one of the greatest gifts that anyone can receive, it is therefore important that

you use this opportunity to equip yourself with as much knowledge as you can. We expect you to thank us by working hard, doing your homework and most importantly respecting your teachers," Mr. Nekundi said.

"Education is not exclusively government's responsibility; we can all play different roles in the quest to ensure that students receive the best education on our watch. Both government and the private sector can contribute in building a better and educated Namibia" he added.

Education for our employees and the community continues to be a focus at all our sites.

According to Mr. Nekundi all Namibian citizens are equal shareholders in education and should ensure that every child is afforded an opportunity to study in the most dignified manner that will inspire them to become better citizens who will strive to change the world.

Berg Aukas School Principal, Racheal Hangara-Uariuavi thanked Dundee for their contribution to the school. "We will do our best to ensure students are equipped with the necessary skills that will make them productive citizens of the Namibian country" she said.

"Today Dundee made our dream a reality, giving our students school uniforms. This will motivate them, to come to school and

do better in their studies. What you handed over today will put pride in our learners, the school, all parents and the community of Berg Aukas. I want to whole heartedly thank Dundee for their contributions” said Hangara-Uariuavi.

Also in attendance were Ministry of Education Regional staff members, teachers and the Otjozondjupa Education Regional Director, Simon Tsuseb and school board members.

Lack of school uniforms is one of many reasons children do not attend school. Supplying uniforms improves attendance and ultimately graduation rates.



Isai Nekundi and Fabian Mubiana from the Dundee Precious Metals Tsumeb Social Performance team present a young student with his new uniform

Aligning with
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Core Values



Community Investment

Aligning with United Nation's
Sustainable Development
Goals



Developing future leaders



Participants receive their certificates for successful completion of the Leadership Academy

Dundee Precious Metals (DPM) Bulgarian subsidiaries in

Chelopech (DPMC) and Krumovgrad (DPMK) began a Leadership Skills Academy in 2017. Fifty-three middle managers from all departments in both companies took part. The participants were split into four heterogeneous groups comprised of employees in different functions so every participant had the opportunity to see different perspectives, cases and thinking styles.

The objective of the Academy was to help participants acquire the necessary competencies (knowledge, skills, behaviour and understanding) to manage their teams successfully. This was achieved by holding a series of courses on diverse themes, scheduled four to six weeks apart and continued for one or two days. The courses included standard type instruction and behavioral simulations, in which the participants learned through experience.

A key component was to ensure knowledge retention. After each theme, the participants were given tasks and exercises to practice at their workplace. The results and feedback were discussed at special half-day progress monitoring sessions.

The programme included two main fields. Each field had four different training themes.

1. I ACHIEVE results individually

- Roles and key management functions
- Communication skills
- Time management
- Planning for results

2. I DEVELOP others to achieve results

- Team building and team management
- Motivation and commitment
- Relations management
- The leader as a mentor

Maximum benefits were experienced by participants who:

- had motivation to learn and develop,
- were open-minded,
- were ready to share experiences and be accepting of other participants, and
- were willing to implement what they learned in their work environment.

The Academy was closed with a formal event, at which the participants received their certificates of completion and gifts supporting continuous improvement.

The Academy ensured improvement of the skills and knowledge that the participants already possessed, and enabled participants to acquire new skills and knowledge.



Leaders Academy graduate *Dessislava Domuschieva*



Leaders Academy graduate *Ivan Mihov*

Education is key to ensuring sustainable development, both for local communities and on a national level.

However, education would have limited impact, if considered separately from local people's ability to find employment.

Aligning with
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Core Values



Dignity and Respect



Continuous Improvement

Aligning with United Nation's
Sustainable Development
Goals



Ratcheting up career opportunities



Students of the training program displaying their certificates

The Basic Mechanical Maintenance Training Programme

is one of Dundee Precious Metals Krumovgrad (DPM) Sustainability initiatives in Krumovgrad and the region and is co-implemented with the Hristo Smirnensky Professional School of Transport in Krumovgrad. The trainees have the opportunity to attend lectures and hands-on courses to improve their qualifications. Working in a brand new practical training facility, they interact in a real working environment and acquire valuable experience, which they can draw on immediately after completing the training programme. The project is fully funded by DPM and free of charge for the trainees. It directly contributes to increasing employment in Krumovgrad and in the region. At the same time, it promotes stronger relations between business and education, which is instrumental in human resource training.

The project target group are the local communities in Krumovgrad and the region. Requirements for the applicants: high school education, motivation and willingness to improve. There are no age or gender restrictions; individuals of any professional background or experience can participate regardless of employment status.

The teachers deliver the lectures and the hands-on training and are instrumental in the development of the training curriculum. Commitment from our operations leadership and employees from different departments is essential to the success of the project. Drawing on their diverse practical experience in employee hands-on training, different managers and employees with different competencies cooperated on the project proposal, the curriculum, the informational campaign and the applicant selection process.

The trainees are provided with a variety of learning opportunities and skills development opportunities, which makes them more competitive in the labour market. They will have more career opportunities, which promotes growth in living standards. The successful trainees are offered jobs at DPM in a working environment that meets the highest health and safety standards, and in a team of professionals, having the opportunity to apply the latest technologies, processes and practices.

In accordance with DPM's overall policy to invest in the training and skills upgrade of its future employees and of the community, the programme saw the completion of three training courses in 2017 and a fourth course is scheduled in 2018.

Only positive responses from trainees and the community have been received. Further proof is the ever increasing number of applicants. The number of trainees doubled from the first and second group to the third group. The Assessment Forms completed by the trainees also provide very positive feedback on the training process, organization and trainers.

The objective of the project is to build capacity and skills, and invest in education in mechanical maintenance.



Another group of graduates from the Training Program



Students at work

A variety of learning and skills development opportunities makes the students competitive in the labour market and provides more career opportunities, which promotes growth in living standards.

Aligning with
Dundee Precious Metals
Core Values



Dignity and Respect



Safety



Community Investment



Continuous Improvement

Aligning with United Nation's
Sustainable Development
Goals



The Golden Rules of Safety



The Dundee Precious Metals Tsumeb Emergency Response Department showcase the portable foam generator. It is designed to expand foam solution into millions of tiny stable bubbles specially engineered to extinguish chemical fires

The Dundee Precious Metals Golden Rules are a series of procedures and instructions that govern activities in the daily work routine.

These Rules are aimed at preventing fatalities and disabling injuries, focus on key critical risks that have caused fatalities within the mining and smelting industry, and demonstrate DPM's commitment to safety as its top core value.

At our Chelopech Mine (DPMC), the Golden Rules have been successfully implemented and a review and refresher campaign has been underway for employees and contractors since 2017. DPMC have eight Golden Rules in place, they are: Isolation and

Tagging, Working at Heights, Confined Space Entry, Use of Lifting and Rigging Equipment, Mobile Equipment Operation, Licenses and Training, Unsupported Ground, and Alcohol Testing,.

When a Golden Rule is implemented, all site employees and contractors at DPMC receive training (theory and practice). Comments made by the employees and contractors regarding the scope, implementation and improvements of the procedures are considered in the course of the training.

At our Tsumeb Smelter (DPMT) the ten Golden Rules were updated in 2017 and the team is working to embed these rules at site by raising site-wide awareness and establishing all procedures underscoring the rules.

The embedding process involves:

- Training on the main controls, including a poster campaign;
- Line Managers Golden Rules Sponsors and Champions programme: The Golden Rule Champion represents DPMT's management accountability in all matters relating to the relevant Golden Rule and ensures improved understanding of the Rule requirements. The Sponsor is typically a Senior Management member. An additional benefit to this is the enhancement of leaders' capacity in delivering quality visible felt leadership in the field; and
- Providing guidance to leaders, through Golden Rules prompt cards when performing Visible Felt Leadership sessions.

The Golden Rules in place at DPMT are: Contact with Electricity, Confined Spaces, Working at Heights, Suspended Loads, Molten Metals, Isolation, Heavy Mobile Equipment, Fit for Work, Permit to Work and Driving.

Dundee
PRECIOUS METALS

Our Safety Golden Rules

Everyone on-site at Dundee Precious Metals Tsumeb, must adhere to these **Safety Golden Rules** at all times – no exceptions.

Contact with Electricity:
All electrical hazards must be understood, identified and isolated, locked and tagged before starting any work.



Isolation:
All energy sources must be isolated and personal locks placed before working on any piece of equipment.



Confined Spaces:
Do not enter a confined space without appropriate authorisation and training.



Heavy Mobile Equipment:
Do not approach operating heavy equipment without making positive contact with the operator.



Working at Heights:
Appropriate fall prevention and protection equipment shall be used when working at height of two meters and above.



Fit for Work:
No person shall enter the workplace under the influence of alcohol and/or drugs.



Suspended Loads:
Do not work under or within the fall zone of a suspended load.



Permit to Work:
The Permit to Work process shall be followed, when performing work that requires a permit.



Molten Metals:
Do not enter the restricted area where molten metals are handled and always wear the right PPE. Only trained and authorised employees are allowed to handle molten metals.



Driving:
A valid license is required to operate or drive equipment. Traveling for business (from 19:00 to 6:00) is not permitted (other than commuting) unless authorized by MD/VP.



Reviewed: March 2017

Zebra Kasete
Vice President & Managing Director

Golden Rule CONFINED SPACE ENTRY



A 'Confined Space' is every space (a shaft, chamber, well, enclosed drain, pipeline, collector, silo, tunnel, cut, trench, enclosed or partially closed vessel, etc., inc. vertical dead-end mine development) where a foreseeable hazard may occur due to its enclosed nature, restricted means of entry or exit, or long and narrow passageways without natural/ flow-through ventilation.

A Confined Space is enclosed or partially closed.

A Confined Space is not intended or designed as a place where you can stay or work for an extended period.

A Confined Space may have a potentially unsafe atmosphere.

Everyone is personally responsible to make sure they are safe and use the correct safety gear and equipment (collective and personal protective equipment) for the work in Confined Spaces while meeting the requirements set out herein.

Confined Space entry is allowed only with permission in writing from the relevant Task Supervisor.

Major hazards in confined spaces:

- High temperature;
- Oxygen deficiency or excess;
- Presence of or potential for toxic gases, vapours or fumes;
- Presence of or potential for flammable or explosive gases, vapours or fumes;
- Presence of dangerous microorganisms, bacteria, fungi;
- A sudden inflow or presence of fluids or solid materials (engulfment hazard);
- Presence of hazardous chemical substances and mixtures (risk of severe burns);
- Presence of or potential hazard from mechanical or electrical equipment;
- A hazard arising from an activity performed, e.g. welding/cutting, isolation, painting, etc.;

There may be one or more hazards present in a confined space.

WORKERS, WHO IGNORE, UNDERRATE OR DON'T KNOW THE HAZARDS, FACE THE RISK OF SERIOUS INJURY OR DEATH WHEN WORKING IN CONFINED SPACES.

REMEMBER – IF IN DOUBT – STAY OUT!

NEVER TRUST YOUR SENSES TO DETERMINE IF THE AIR IN A CONFINED SPACE IS SAFE!

**Zero Tolerance
To Unsafe Behavior**

Dundee
PRECIOUS METALS

Dundee
PRECIOUS METALS

Our Safety Golden Rules

2018 Calendar



JUNE 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30



Working at Heights



Use appropriate fall prevention and protection equipment when working at a height of 1.8 meters.

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Core Values



Dignity and Respect



Safety

Aligning with United Nation's
Sustainable Development
Goals



Kids on Bikes



The Dundee Precious Metals Tsumeb Community Trust sponsored the Kids on Bikes programme in collaboration with local partners

The Namibian Bicycle Motocross (BMX) development programme Kids on Bikes' inaugural day was sponsored by the Dundee Precious Metals Tsumeb Community Trust with the objective of establishing a successful Kids on Bikes programme in Tsumeb, working with local partners. Participants were selected from local primary schools.

The Kids on Bikes development programme is divided into two stages with two age groups: ages 5 – 9 Fundamental stage, and ages 9 – 16 Learn to Train stage. The programme's five-year development plan objectives include:

- Taking cycling development to the regions, getting children from 5 – 9 years old onto bikes as early as possible as this is the best way to develop their full potential (a related aim is to get more girls into cycling)
- Train local coaches to a Namibian Cycling Federation Level 1 coaching qualification
- Introducing BMX as an International Cycling Union (UCI) cycling discipline. The UCI is the world governing body for sport cycling, oversees international competitive cycling events and is based in Aigle, Switzerland

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Learning and performing arts



Dundee Precious Metals Tsumeb is a proud sponsor of the Namibian Arts Performance Centres (APC) Association which is a non-profit community organisation led by a seven member board and 25 associates. The Association was established by two international volunteers from Switzerland in 1993.

The APC provides group lessons in many types of art forms such as music, drawing, painting and dancing and is available to any and all from the community who are interested in learning or upgrading their skills. All ages are welcome to use the center, take lessons and use the instruments. Most types of instruments, from accordions, clarinets, harps and guitars, to trumpets and violins, are available for students to learn. Exams with Grade Certifications are also available.



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The APC also provides pre-primary musical education to develop the senses and kinetic energy.

The APC in Tsumeb has 17 learning huts, a stage, a musical instrument workshop, which repairs and builds instruments and maintains the APC, as well as 14 teachers and up to 120 students daily. The centre also teaches how to repair, and fixes, instruments from all over Namibia.

Performances of the Brass Band, the Orchestra, the Harp Angels, the Dancing Group, or the Marimba Band occur twice a month.

Skills development in all areas of a child's education is vital for overall growth.

A learning hut painted by teachers and students at the Namibian Arts Performance Centre in Tsumeb



The new waste water treatment facility at Chelopech

A new waste water treatment facility was launched in 2017 at Dundee Precious Metals Chelopech. The facility is of a modular type and designated for domestic effluent. It is another milestone in DPM's commitment to environmental safety.

The new modular facility provides highly effective treatment of domestic effluent up to a quality suitable for safe discharge. The plant's capacity has been designed in view of the number of people employed on site.

The facility is of great importance for the environment and people's health. The setting up of these types of facilities is in line with the objectives and measures stipulated on a European, national and regional level, as well as with Water Management and Conservation Plans. The facility upgrades water quality not only for the Chelopech Municipality but far beyond regional boundaries; the ecosystems, biodiversity and people's health all benefit from enhanced water quality.

The applied technology of waste water treatment features a mechanical and biological circuit. A chemical circuit can also be included if waste water decontamination is needed.

The first step of the mechanical treatment is to remove roughly dispersed and mineral substances. In the biological circuit, which is the actual treatment per se, waste water is subjected to anaerobic and aerobic treatment to remove major type of pollutants, i.e. organic carbon and organic, inorganic compounds of nitrogen and phosphorus. Specific microorganisms use these compounds throughout their life cycle as a source of energy, thus removing them from effluent water in the form of harmless inorganic compounds—carbon dioxide, water, nitrogen and excess sludge. This process imitates the one taking place in natural ecosystems. Waters are cleaned from pollutants, which ensures minimum negative impact upon their discharge into the environment.

Upgraded water quality benefits the ecosystems, biodiversity and people's health far beyond regional boundaries.

The facility was officially commissioned on March 22, 2018, coinciding with the 25th celebration of the World Water Day. Alexi Kesyakov, Mayor of Chelopech; Pencho Gerov, mayor of Chavdar; Sebihan Mehmed, mayor of Krumovgrad; representatives of Chelopech and Krumovgrad Municipal Councils and REWI-Sofia and project subcontractors attended the event.

Wastewater treatment speeds up the natural processes by which water is purified making it suitable for us to safely discharge it into the natural environment.



Iliya Garkov VP and Managing Director for Bulgaria and Alexi Kesyakov, Mayor of Chelopech open the Water Treatment Plant

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Core Values



Environmental Responsibility



Safety



Continuous Improvement

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Hermann and Greek tortoises



Newly planted trees in the Ada Tepe area

The Ada Tepe deposit is located in a protected natural habitat of wild flora and fauna and includes the Krumovitsa River, which is a protected area under the EU's Birds Directive. There are two globally endangered tortoise species, *Testudo hermanni* and *Testudo graeca*, whose habitat falls within the footprint of the Ada Tepe license.

As part of the overall Environmental Impact Assessment (EIA), any potential project impact on the environment, as well as proposed environmental protection and impact mitigation measures at all

project stages, were analyzed and described at the earliest stage of project development during the drafting of a Compatibility Assessment Report. As a result of conducted field research, the drafted EIA reports, the collaboration with biodiversity experts and impact mitigation discussions held with a wide range of stakeholders, Dundee Precious Metals Krumovgrad committed itself to protect the environment and reduce the project's negative impacts by implementing a Biodiversity Action Plan (BAP). Environmental protection measures implemented by DPM go beyond the requirements of national legislation and build upon the performance requirements set out by the EBRD and international best practices.

In November 2017 DPM planted fruit trees and shrubs as an additional source of food for tortoises in the Ada Tepe area. Water shortages and dry grass in the months of July and August could be partially offset by the presence of fruit for the tortoises to feed on. Fruit trees also have a positive impact on local biodiversity and the density of bird and mammal populations in general. A total of 9 plots, prepared in advance, were successfully set up to help feed tortoises by planting forest-fruit vegetation in the region of the relocation.

To further increase the success of the available afforested plots in the area of the Ada Tepe mine site, a total of nine plots of 2.5ha each were chosen next to existing water sources or natural catchments and apples, peaches and cherries were planted in the open areas. Selected polygons located in forest habitats were cultivated with sorb tree (*Sorbus domestica*) and cornel tree (*Cornus mas*) saplings. Shrub and semi-shrub vegetation planted in more open areas along

the edge of the forest include blackberries and raspberries. A total of 324 trees and bushes were planted in the area.

In addition, 93 key spots for tortoises in the Ada Tepe area were mapped out during the project preparation phase, namely places for building stone thresholds (micro water reservoirs), watering places, existing fountains, wells and draw-wells.

Our employees, partners, communities and investors, all benefit from our mutual commitment to sustainability.



Sorb trees are just one example of the vegetation planted for positive impact on local biodiversity



Testudo hermanni is one of the tortoise species near Ada Tepe

To help preserve the two tortoise species, DPM plans to engage local residents as volunteers in the fight against poaching, organize regular meetings with them and carry out spot checks in the Ada Tepe area to establish potential cases of poaching.

The desired outcome is to anticipate specific measures to reduce the loss of tortoises, stabilize population density, improve habitats, restore tortoise population status and monitor related activities.

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Environmental Responsibility



Community Investment



Continuous Improvement

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Archaeological finds from the Ada Tepe site

Gold and bronze: metals, technologies and contacts in the Eastern Balkans during the Bronze Age

The exhibition “The First Gold. Ada Tepe: Europe’s Oldest Gold Mine” was first exhibited in the Kunsthistorisches Museum in Vienna in March 2017. Following its successful debut, a second, extended exhibition entitled “Gold and bronze: metals, technologies and contacts in the Eastern Balkans during the Bronze Age”, was officially opened on October 25, 2017 at the National Museum of Archeology in Sofia.

The exhibition aims to show how the eastern parts of the Balkan peninsula were the crossroads for the exchange of ideas, technologies and raw materials, representing all main cultures of the ancient world and in particular of Bulgarian lands as an important source of raw materials in the Bronze Age.

DPM played a key role in the exhibition’s organization as it started with the archaeological surveys on Ada Tepe near Krumovgrad, which were initiated in connection with DPM’s plans to develop the Ada Tepe gold prospect. DPM’s commitment and readiness to assist with the study and conservation of local cultural finds, allowed the archaeological project to find international partners from Vienna University, turning Ada Tepe into the best surveyed archaeological site in Bulgaria. Based on these findings, the archaeological team in charge of the comprehensive surveys in the area came up with the theory that this used to be the oldest gold mine in ancient Europe. The project made Ada Tepe and Krumovgrad known to more than 100,000 people who visited the exhibition in Vienna.

The official opening of the Bulgarian exhibition was attended by Mrs. Irena Tsakova, Director Permitting and Legal and other DPM representatives; Mrs. Sebihan Mehmed, Mayor of Krumovgrad; and representatives of the Krumovgrad Municipality.

“As a gold mining company operating in Krumovgrad, we are proud that our Ada Tepe investment has made it possible to reveal important historic and scientific facts. This is the biggest investment in conducting research at a particular archaeological site, made in Bulgaria so far”, Mrs. Tsakova noted.

Of the Vienna exhibit, The Art Newspaper stated on it's website, "The most popular antiquities shows usually have a wide geographical spread, both in terms of host institutions and cultures being explored, and this year is no exception. The Kunsthistorisches Museum in Vienna struck gold with its choice selection of artifacts found at the ancient Bulgarian site of Ada Tepe, Europe's oldest gold mine. With 2,241 visitors a day, it was the most popular antiquities show of 2017."

Preserving the artifacts from this region has been a benefit of our work at Ada Tepe.



Sofia Ada Tepe exhibition (Irena Tsakova, Hristo Popov & Sebihan Mehmed)



Ada Tepe archeological site 2015

As a gold mining company operating in Krumovgrad, we are proud that our Ada Tepe investment has made it possible to reveal important historic, cultural and scientific facts.

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Environmental Responsibility



Transparency



Community Investment

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Small businesses take off



Sophy Neidel owner of Angels Décor & Rentals was assisted by the Dundee Precious Metals Community Trust as part of the Small/Medium Enterprise investment programme and is now a well-established industry leader in events and décor

The Tsumeb Community Trust was established to provide funds to the community-at-large to address its socio-economic needs.

The Trust aims at developing programmes, projects and services through monetary grants to support residents in Tsumeb, which in turn supports the Oshikoto Region and Namibia at large.

The Trust makes funding decisions based on the greatest impact as well as level of need, with significant focus on education-related initiatives and loans to assist the development of local businesses.

In 2017, 23 individual Small/Medium Enterprises (SME) across different industries benefited by means of financial assistance for equipment and a training and mentorship programme through grants provided by the Trust.

Overall 80% of SMEs make good progress in the first year of operation and 30% become self-sustainable while creating one or two additional jobs. 5% supply or provide services to local businesses in Tsumeb such as retail stores and schools. The SMEs face challenges as rental spaces can be unaffordable and some business are seasonal which requires the owners to operate their businesses on a part-time basis to allow them to work in other industries. There is also a lack of experience and skills to secure contracts. The training and mentoring programme provides business management training to SME owners.

Trust funding is also provided to health, cultural and arts initiatives and social empowerment projects.



Susan Du Toi, caterer, baker and butcher entrepreneur with Elago's Investment, received a large refrigeration unit. Her business supplies local markets as well as walk-in clients



SME training and mentorship programme in 2017

We promote small business initiatives to develop sustainable communities.



Felix Uirab (right), Industrial Relations, Training & Construction Consultant from Bright IR- Training, pictured here with Christof Kisting, DPM Trust Administrator, received electronic equipment and secured contracts with well-established companies in 2017



Christina Somses, local Tailor from Somse Investment cc, displaying one of her designs, received three industrial sewing machines

Aligning with Dundee Precious Metals Core Values



Community Investment

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Our management team and our employees live our values every day, and are committed to sustainable business practices as the right thing to do and the appropriate way to operate.

Dundee Precious Metals recognised for investments in community

At the 12th annual Big Corporate Donors in Bulgaria award ceremony on November 23, 2017, the Bulgarian Donors Forum awarded DPM for the Biggest number of Financial donations for 2016. Receiving the award, Dr. Iliya Garkov, VP and General Manager of DPM Bulgaria said: "If I can put what charity means to me in a nutshell, it is opening one's heart to the dreams of others, so dream!"

DPM was awarded in the same category in 2013, 2014 and 2015.

DPM awarded Municipal donor award

On October 16, 2017, Dundee Precious Metals Krumovgrad was awarded the honorary certificate "Municipal Donor" by the National Association of Municipalities of the Republic of Bulgaria, the largest municipal forum of its kind. Over 900 leaders from municipalities all over Bulgaria met to exchange ideas.

Dundee Precious Metals Krumovgrad was awarded in the category "Municipal Donor of Medium Municipalities" for their donations in support of projects and initiatives for improvement of infrastructure, healthcare, education, development of culture and sport in the municipality of Krumovgrad.

"I'm grateful to the Krumovgrad municipality for nominating us and sincerely proud that Dundee Precious Metals Krumovgrad holds this significant recognition. It is of great importance for us to continue the constructive dialogue we have with the municipality so that together we can manage and secure the sustainable development of the region"—said Iliya Garkov.

Annual Responsible Business Awards

On February 26, 2018 Dundee Precious Metals Chelopech received the Investor in Environment Award at the 15th Annual Responsible Business Awards, organized by the Bulgarian Business Leaders Forum. DPM came second in the competition with its project "Alternative Uses of Rehabilitated Land". The project competed with 112 other projects of 71 companies in six individual categories. In addition, the project will be nominated to compete for the European Environmental Business Awards of the European Commission.

Best Company to Work For



Dundee Precious Metals Tsumeb was awarded first place in the Large Company Category (more than 500 employees) as a first-time entrant in the

Deloitte's Best Company to Work For Survey. In 2017, Tsumeb was awarded the Platinum Prize for Employer of the Year by Deloitte, Namibia which was primarily based on input from our employees—the people best positioned to assess exactly how we are doing.

The key objectives of the Best Company Survey enable an organisation to identify what attracts and motivates individuals within the workplace and how this impacts the productivity or engagement levels. The survey output provides an organisation with the key elements of how employees experience the culture of the organisation and whether this impacts or influences employees either positively or negatively, and in turn, whether this experience influences an employee's level of discretionary effort.

Dundee Precious Metals Chelopech is recognised for Risk Improvement

A team from FM Global, a risk engineering company with a focus on property insurance, inspects the plant and equipment at Dundee Precious Metals Chelopech (DPMC) every year to evaluate the risk of loss of property and production.

The focused effort of DPMC's team, who completed all 28 recommendations issued by FM Global over the past five years, contributed to the unanimous decision that



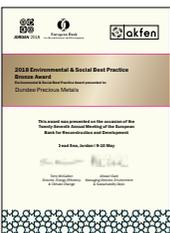
DPMC has achieved a remarkable risk reduction.

This is a significant achievement, which puts Chelopech in the top 15% of low-risk mining locations, and the FM Global team leader presented a special

award to DPMC to acknowledge their outstanding effort.

Iliya Garkov, VP and General Manager for Bulgaria congratulated his team, saying he is proud of the esteem and recognition given to the Chelopech team in their efforts to reduce risk, stating this success is the result of the efforts and engagement of all team members.

Quote from award “in recognition of ongoing commitment to property loss prevention with emphasis on significant reduction of potential loss exposures”



EBRD Award

Dundee Precious Metals (f. Project Sofia) won the Bronze award for Environmental and Social Best Practice in the annual European Bank of Reconstruction and Development (EBRD) Sustainability Awards.

This award celebrates the achievements of their clients in promoting environmental and social (E&S) responsibility.

For the past 10 years the EBRD have been recognising those who demonstrate excellence and commitment to managing environmental and social issues, promoting energy efficiency or combating climate change.

The judging process

Nominations are received from teams across the EBRD and are judged by an independent panel against a number of criteria, including:

- **Standards and best practice:** Has the client implemented higher standards, introduced best practice, or gone beyond the Bank’s Performance Requirements to deliver energy savings or similar?
- **Innovation:** Has the client introduced new or unique practices, products, or services with significant E&S benefits within the sector/region/country?
- **Demonstration effect:** Has the client introduced technologies, practices or management techniques with significant demonstration effect and with the potential for replication?
- **Capacity building:** Has the client made changes or improvements to the management culture or working practices which promote better understanding and management of key environmental and social issues?

The Award was announced at the EBRD Sustainability Event as part of the Bank’s Annual Meeting and Business Forum in Jordan.



Corporate Knights Future 40 Responsible Corporate Leaders in Canada

Dundee Precious Metals ranked 12th in the annual ranking of Corporate Sustainability Performance by Corporate Knights, which is intended to showcase Canada’s emerging sustainability leaders.

Eligible companies, either private or publicly-listed, must be headquartered in Canada and have a revenue of under CDN\$ 1 billion with evidence of Environmental, Social and Governance reporting. The ranking is based on publicly-disclosed data and submissions from companies are not required. The Methodology is based on up to 16 key performance indicators covering resource, employee and financial management.

Our safety performance and inclusion of sustainability metrics in our balanced score card were two areas where we were generally ahead of our mining peers in ranking.

Medium-sized businesses across Canada are stepping up to the sustainability challenges of today.

We never stop searching for ways to operate more responsibly and to demonstrate innovation in social and environmental sustainability.

We succeed because we care.