

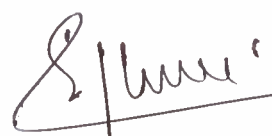





POLICY HISTORY

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HUMAN RIGHTS POLICY

PREPARED BY:	Igazeuma Okoroba, PhD Head, Sustainability, DCP	SIGNATURE: 
APPROVED BY:	Arvind Pathak Group Managing Director (GMD), DCP	SIGNATURE: 
	Douraid Zaghouani Chairman, Technical and Sustainability Committee	SIGNATURE: 
	Aliko Dangote GCON Chairman, Board of Directors	SIGNATURE: 

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DANGOTE CEMENT HUMAN RIGHTS STATEMENT

1. Introduction

Human rights are fundamental rights, freedoms, and standards of treatment inherent to all human beings by being human, regardless of race, sex, nationality, ethnicity, language, or religion. It includes the right to life, liberty, freedom from slavery, freedom of opinion, work, and education.

Dangote Cement Plc (Dangote Cement) upholds and respects internationally recognised human rights principles, including the United Nations Guiding Principles on Business and Human Rights, which include the development of a human rights policy and mechanisms to assess and mitigate identified risks and report grievances as they occur. Our business partners across our value chain must respect and promote human rights.

This policy is informed by the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the Principles of the United Nations Global Compact, the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Nigerian Labour Law.

Dangote Cement believes it is critical to develop a formal approach to human rights; we will integrate human rights in all our direct and indirect business operations, we will respect all guiding principles on human rights, and this policy will guide all our operations.

2. Guiding Principles

Our approach to human rights is governed by the following internationally recognised regulations, conventions and standards:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social, and Cultural Rights
- International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- International Labour Organisation Violence and Harassment Convention
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Rights of Persons with Disabilities
- Convention on the Rights of the Child
- Children's Rights and Business Principles
- Convention on Protection of the Rights of All Migrant Workers and Their Families
- United Nations Guiding Principles on Business and Human Rights
- Nigerian Labour Law.

3. Purpose and Objectives

This policy provides internal guidance and communicates Dangote Cement's commitment to respect and integrate human rights considerations throughout its operations. The policy will guide the activities of our employees and business partners to ensure they align with the company's principles on human rights.

4. Applicability

This policy applies to all employees, including managers, directors, contractors, and business partners across all our lines of operation. Non-compliance to this Policy is tantamount to discontinuing a business partnership or suspending employees.

5. Commitments / Principles

- Dangote Cement prohibits the use of forced or child labour in each of its operations. Our job opportunities will be offered to individuals within the working age as stated in the most stringent legislation in our areas of business operation.
- Dangote Cement will only offer employment to young people based on educational programs, internships and other learning or seasonal employment as requested by the school or agency.
- Dangote Cement will implement measures to identify, prevent, mitigate, and remediate human rights risks and abuses.
- Dangote Cement will establish mechanisms for stakeholders to report all human rights-related grievances and complaints.
- Dangote Cement will regularly engage with its stakeholders on human rights-related issues, including with affected or potentially affected rights-holders or their legitimate representatives.
- Dangote Cement will assess and address the company's salient human rights issues, track the effectiveness of the company's response, and transparently report on corporate support of and performance on human rights.
- Dangote Cement will treat every employee equally, and opportunities will be available to every qualified employee, regardless of race, tribe, religion, gender, political belief or any unlawful criteria under the applicable law.
- Dangote Cement will ensure all employees have freedom of speech, expression and association.
- Dangote Cement's employees are expected to abide by the principles in this policy, ensuring the rights of every employee are respected.

- Dangote Cement will address human rights abuses that may occur in our workplace proactively by ensuring employees can formally report any abuse or violation of their rights experienced and appropriate disciplinary action is taken after a thorough investigation is conducted.
- The management of Dangote Cement will monitor measures to ensure employees who report cases of abuse are not victimised.
- Dangote Cement will ensure an assessment of our supply chain to ensure we do not maintain business relationships with organisations or individuals that violate human rights.
- Dangote Cement will support human rights in the local communities we operate in by monitoring the impact of our activities and putting measures to prevent or minimise events violating the rights of the people.

6. Roles and Responsibility

The Board shall oversee the implementation of this policy. The Board is responsible for providing overall direction for this policy and monitoring its performance and outcomes. The Board shall also ensure that this policy complies with applicable laws, principles, directives, and guidelines in all operational locations of Dangote Cement.

With the support of the Board Technical and Sustainability Committee, the Managing Director shall be responsible for the overall daily supervision of this policy to ensure the Dangote Cement's Board guides its implementation.

All Managers and Supervisors shall be responsible for getting acquainted with this policy and ensuring that all Employees and other stakeholders understand and apply it to their respective tasks.

All Employees and stakeholders shall, in performing their respective duties to Dangote Cement, comply with this policy to the extent of the applicability of this policy to their tasks.

7. Monitoring & Review

The Board shall be responsible for overseeing the implementation of this policy. **The Sustainability, Human Resources and Legal departments** shall be responsible for monitoring the implementation of this policy and providing continuous recommendations.

This policy would be reviewed periodically or as needed and approved by the Board. Any exception to this policy shall also be approved by the Board.