



The Chamber of Mines

Ethical charter

Preamble

Whereas that one of the major challenges facing businesses in general and mining companies in particular is to find a balance between economic activity, respect for the environment, social concerns and good governance systems;

Considering the increasingly important role the Congolese mining sector is called to play in the creation of wealth and jobs, the fight to reduce poverty and the stimulation of the economic and social development of the Democratic Republic of Congo to achieve sustainable development;

Considering that mining companies must ensure greater professionalism in the exercise of their activities and thus raise the profile of the profession with all partners and the population of the places where they are located;

Considering that, while for a fair profit, mining companies need to promote good governance in the practice of their business such as transparency and the fight against corruption; accepting in their management the principles of Extractive Industries Transparency Initiative Extractive 'EITI';

With regard to the Code of ethics of the Federation of Congolese Enterprises;

The Chamber of Mines of the Federation of Congolese Enterprises adopts the Charter of ethics and good governance which the content follows:

I. The object and scope of application

Article 1.

This Charter is designed to:

- promote the values and rules of conduct moral integrity, ethics and good governance in the mining profession;
- help mining companies comply with these rules;
- promote transparency and good governance;
- fight against the anti-values.

Article 2.

This Charter applies to any mining company, Member of the Chamber of Mines of the Federation of Congolese Enterprises "FEC" and which is committed to respecting the principles defined in the latter.

II. Respect for laws and commitments

Article 3.

Mining companies operate in strict compliance with laws and regulations in force in the Democratic Republic of the Congo and to the place where they are located.

Article 4.

Mining companies are committed to:

- Respect the contractual obligations with their stakeholders who are: workers, customers, suppliers, creditors, the State and the local communities...;
- Focus on mutual trust in the negotiation of contracts and commitments in accordance with the legislation in force on the matter.
- Make public any payments made for the benefit of the State and the territorial entities in respect of duties, taxes and other charges.

III. Respect for the fundamental rights of persons

Article 5.

Mining companies do not discriminate against employees due to their age, race, ethnicity, gender, sexual orientation, family status, religious beliefs, nationality or disability practice and are committed to treating them with dignity and respecting fully their privacy.

Article 6.

Mining companies encourage and respect, within their spheres of influence, the protection of human rights as it proclaimed in the universal Declaration of human rights of the United Nations and the fundamental conventions of the International Labour Organization and particularly with regard to the elimination of all forms of forced labour and child labour as defined by the ILO.

IV. Fight against corruption

Article 7.

In their relations with their stakeholders like governmental bodies, customers or suppliers, mining companies prohibit themselves any fraudulent practice and any act that can be assimilated to corruption.

V. Corporate societal responsibility

Article 8.

Mining companies support the protection of the environment, improving health, education and well - being of local populations. Within their sphere of influence, they take all initiatives to promote a responsible attitude in these areas and encourage the development and diffusion of technologies and favorable programs

VI. Relationship with employees

Article 9.

Mining companies should be interested in the well-being of their employees and to ensure their health and safety at work. They must define a human resources management policy based on equity, meritocracy and equality of opportunities and treatment.

Kinshasa, March 26th 2015