



ZIMBAQUA

WOMEN'S MINE

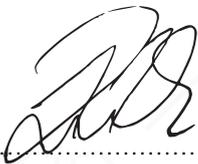


## **Social and enviromental policy**

# WE AT ZIMBAQUA ARE COMMITTED TO:

- Comply with all Laws and Regulations of the country in which we operate.
- Prior to starting any mining operation we will carry out an Environmental Impact Assessment, Environmental Management Plan and Action Plan.
- Implement an Environmental Management System conforming to ISO14001 Standard and a commitment to continuous improvement and regulatory compliance.
- Develop our mine site with priority of health & safety and minimal environmental impact. we are committed to protecting the surrounding, wildlife and nature.
- Constantly monitor and measure our environmental performance as well as annual Third Party Audits to ensure our conformance with Regulations and Environmental Management Systems.
- Embed the principles of efficient resource use by prioritizing reduction, recovery, re-use and recycling as key priorities and that we minimize waste, emissions, dust, effluent and sludge and the use of any hazardous materials that pose a threat to both human and environmental health.
- Not use hazardous chemicals harmful to humans or the environment in our mining practices.
- Work to the principles of the biodiversity mitigation hierarchy and ensure comprehensive planning, implementation and costing throughout the mine life-cycle, and that we commit to providing sufficient funds to cover any current and future environmental liabilities.
- Committing not to mine in World Heritage Core Areas and respecting legally designated Protected Areas and Key Biodiversity Areas.
- Requiring all subcontractors to follow our Environmental Management practices, reporting procedures and corrective action consistent with this policy.
- Proactively understand the site-specific dynamics of illicit and unlicensed mining on our concessions in order to enhance community relations, minimize environmental impacts and minimize commercial risk.

DATE: 04/10/2020



Patrick Zindoga, CEO



Iver Rosenkrantz, Director

# **SUSTAINABILITY**

*“Creating sustainable mines and empowering women through mining.”*

## **OUR GOAL**

It is our goal to be the first sustainable all women's mine in Africa and to empower women in rural communities through mining. We are working closely with the community leaders to ensure that we positively impact their communities with our priority being: education and wellbeing of children.

We hope to positively contribute to the national economy as well as the local economy of the communities around the mine. We believe in value adding through sustainability and positive stories about extraction of minerals. We believe that transparency, responsibility and traceability is the future of mining.

## **RESPONSIBILITY**

The mining sector is highly conservative and male-dominated. We have chosen to empower women through mining because we believe there is a need for change and inclusivity. Unemployment in rural areas of Zimbabwe is a big challenge thus, opportunities for women are very few. Many of our employees are single mothers who have been struggling to feed and offer their children basic needs. We are setting a new standard for mining and creating opportunities for women, ultimately uplifting and improving their living standards.

## **TRACEABILITY**

Knowing where your gemstones are sourced and by who, is an asset that brings value to our gemstones. Therefore, we are very focused on documenting our progress, engage with our customers and tell the stories of the Zimbabwe women.

## **TRANSPARENCY**

Zimbabwe is embarking on a journey, a path less travelled, one that is going to be full of joy, challenges, defeats and celebrations. We hope to inspire others to think differently and not be scared of challenging norms and prejudice. In order for this to happen we must be transparent, we must lead the way and tell our stories. We want our partners, stakeholders, customers and supporters to share and be part of our Zimbabwe story. Transparency is key!

## THE BEGINNING OF A LEGACY

The Zimbaqua mine was founded in a farming area where farmers traditionally farm tobacco and maize. Starting a mine from scratch is not for the faint of heart. It is a daunting task that takes time. Once we had found the appropriate location for the mine, we held meetings with the chief and community leaders to discuss the project. Everyone seemed to be surprised by our intention to only employ women. Nonetheless, no one was against the idea, just a bit puzzled.

Once we were given the go-ahead and support from the community, we took the time to meet with each farmer, whose land was affected by the mine to discuss the way forward. Each of the farmers within the mining area got a new piece of land and we built them a new house in place of the one they had to abandon.

In the spirit of ensuring that all parties were satisfied and content, we performed the necessary local traditional and customary ceremonies as well as met the legal requirements that included: carrying out environmental assessments and obtaining all the necessary permits and licenses.

It is vital to us that we have the support of the community as well as the government before commencing our mining operations. Furthermore, we strive to operate at the highest standard, which is why we aim to align our approach with the UN's Sustainable Development Goals.

Read more: <https://sustainabledevelopment.un.org/?menu=1300>

Protecting the environment, empowering the local community and improving the future for the next generations is important to us. We cannot achieve our goals without the support of the community. We are realistic and transparent about the impact of a mining operation on the environment. Before starting any mining operation, we carry out environmental studies to guide us in managing our sites in a way that not only meets, but where possible, exceeds national and international requirements. It is our aim to be operating within ISO14001 standards and to continuously improve our processes.

Beyond the legal requirements that come with our license, in the short-term, we strive to minimise any unnecessary impact on flora and fauna by planning our day-to-day mining activities with the environment in mind. For example, before we mine an area, we collect seeds of the indigenous plants and trees from the top soil and create a seed bank. We then grow the seeds in a nursery on site for replanting as we complete mining activity on each area. We do this on an ongoing basis both to minimise the impact on the land, to encourage biodiversity and to avoid creating excessive waste dumps which can be a blight on the landscape.

We are dedicated to support the growth of our most important stakeholder - the community. 10% of our yearly profits are dedicated to projects in the community. How the funds will be spent is decided by the Zimbaqua women through voting. The projects' priority points are: education for children, health and employment.

## **A SUSTAINABLE SATELLITE CITY**

We intent to develop the Zimbaqua mine into a sustainable satellite city. Over the next two years it is our goal to grow 70-80% of our own food. To be powered by renewable energy and minimise our use of fuel. We want to recycle waste and reduce the use of plastic. We want to setup a craft center. where we create jewelry, arts and homeware products out of some of all the beautiful materials extracted from the mine. The overall idea is to be self-sufficient and give back as much as we take to the community and environment.

## **ZIMBAQUA COMMUNITY CLINIC**

There are no hospitals in the area. which brings a lot of complications for the community. We are currently working on a crowdfunding project to setup a clinic for the community and a daycare for the children of the Zimbaqua women.

We are currently planning training days with a doctor for medical checkups. as well as education on health, safety, family planning and hygiene.



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