

HUMAN RIGHTS POLICY

Caledonia Mining Corporation Plc (together with its subsidiaries, the “Corporation”) is committed to respecting human rights and treating stakeholders (which, in this context, means our employees, contractors and the local communities and individuals who live in proximity to our operations) fairly and with dignity.

The Corporation aims to contribute positively to the welfare of the local communities in which it operates by building mutually beneficial relationships while minimizing any adverse social and human rights impacts from its activities. The following human rights policy has been adopted for and is intended to benefit our stakeholders:

- We value and respect the resources, values, religious beliefs, traditions and cultures of the communities in which we operate, and we recognise the importance of upholding the rights of socially marginalized individuals and groups.
- We recognise, respect and abide by all applicable labour, child labour, modern slavery and employment laws, and we will insist that our contractors meet the same standards. These include prohibitions on child labour, forced labour, discriminatory behaviour, human trafficking and all forms of modern slavery, as well as recognition of the rights of freedom of association and collective bargaining.
- We will uphold in our operations the right to freedom of expression, conscience, religion, thought, belief and opinion.
- We will not permit hate speech and incitement at any of our operations.
- We are committed to ensuring safe working conditions and environments for all employees and contractors.
- We expect and will insist that human rights are respected by any security personnel operating at our sites through, amongst other things, compliance with the Voluntary Principles on Security and Human Rights. We will strive to increase awareness of those obligations by any contractor security personnel.
- We will develop metrics to track the adherence to the commitments made in this policy.
- We will solicit feedback from and engage with stakeholders on human rights related aspects of, and impacts from, our activities., through our site level grievance procedures.
- In the event our operations cause potential negative human rights impact to stakeholders, we are committed to establishing appropriate grievance mechanisms that allow concerns to be reported (e.g. by the whistleblowing facility (see below)) and addressed in an accessible, transparent and equitable manner; we recognise and respect stakeholders' right to seek remedy and are committed to remedying such negative impacts as are within our control.

- We are aware that human rights risks and challenges may change. This policy (and any internal procedures driven by it) is intended to be organic and evolve in accordance with our knowledge of human rights issues in the communities in which we operate.

We believe in building genuine relationships based on mutual respect and trust within the communities in which we operate and encourage local stakeholders to engage with the relevant operational personnel at our sites should they have any questions or concerns. Additionally, a whistleblowing hotline has been established to enable reporting of any misconduct or violations of our ethical standard confidentially via the following link:

<https://www.whistleblowing.co.za/make-a-report-steps/> (unique hotline number is 0800 007 139) or call: 086 000 5050 (South Africa) or +27 31 308 0600 (international)

Anonymous submission and suggestion boxes are also available at each mine site to facilitate the reporting of any concerns and employees and contractors are encouraged to report any grievances to employee representatives who are members of a legally constituted workers committee, or direct to a senior management employee.

We will ensure that this policy is publicly available at each mine site and on the Corporation's website, accessible to all relevant internal and external stakeholders and reviewed annually by the Corporation's ESG Committee to ensure that it is operating effectively.

Last Approved: 10 August 2021

Approved by: ESG Committee (20 July 2021)

Board (10 August 2021)