



COMMUNITY ENGAGEMENT POLICY

APRIL 2020

OCP GROUP



I. PURPOSE

As a major contributor to the global fertilizer market, OCP Group supports the transition towards a more prosperous, sustainable, and resilient agriculture. The Group is vertically integrated, from phosphate rock extraction to phosphoric acid and fertilizer production, and therefore strategically positioned to deliver its mission: contribute to sustainably feeding a growing world population. This implies considering environmental, social and governance impacts in every decision that is made.

The Group's commitment to external communities is part of its sustainable development strategy. The regions where the Group operates face several socio-economic challenges and require new innovative responses mainly to the problems related to employment, training and education of young people.

In 2018, OCP Group implemented an innovative model with a strong social impact called "Act4community". This dynamic is based on the following structuring principles: sharing and seeking positive and sustainable impact. "Act4community" is a new social contract between OCP Group and the local communities where it operates. The "Act4Community" dynamic aims to set up an inclusive approach of co-construction and proximity with local stakeholders and the populations surrounding the sites, to generate and strengthen initiatives that create sustainable value and have a high impact on the communities.

The Act4community approach has been built on two levels:

- Co-developing the local ecosystem by incubating and accelerating sustainable employment creation initiatives with a high environmental and socio-cultural impact.
- Supporting local communities in the development of new business ideas with the aim of co-constructing entrepreneurial projects that create sustainable employment.

In addition, this policy is aligned with the 2030 Agenda and the Sustainable Development Goals (SDG) and specifically with goals SDG 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all", SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" and SDG 11: "Make cities and human settlements inclusive, safe, resilient and sustainable."

II. SCOPE

Due to the strong presence of OCP Group at the national level and especially in remote areas of Morocco, the Group must participate in the development of these regions through value creation.

III. COMMITMENTS

OCP Group's strategy regarding local communities (Act4Community) is based on three pillars focused on the following.



A) Create a lasting relationship of trust with local communities that allows the co-construction of projects that generate local value.

- Set up a permanent dialogue mechanism with local communities where OCP Group operates.
- Promote the socio-professional integration of young people through innovative training courses adapted to the main and promising sectors of the territories.
- Enhance the value of mining land through the development of innovative agricultural businesses with local farmers.
- Create an industrial ecosystem while generating value to the communities.
- Contribute to the development of sustainable and ecological cities.

B) Contribute to the emergence of a qualified local ecosystem.

- Foster local innovation to create sustainable community development models with high social impact.
- Enable all relevant stakeholders in the communities where OCP Group operates to benefit from OCP Group's business opportunities.

C) Mobilize employees around the Group's community involvement.

- Unleash the energies and creativity of employees throughout the Group.
- Promote employee volunteering through the "OCP Group Community Service".

Additionally, OCP Group is committed to respecting and promoting the rights of the local communities in regions in which it operates as well as to establishing effective communication channels.

For further information about this commitment, please see: Responsible Local Communities Relations Policy and OCP Group Sustainability Policy, both available at: <https://www.ocpgroup.ma/en/sustainability/policies-and-standards>.

IV. IMPLEMENTATION

OCP Group will transversally engage the relevant departments to ensure the implementation of these commitments, at a minimum:

- The environment department.
- The procurement department.
- The Act4Community network and foundations.

V. GOVERNANCE

The responsibility of this policy lies under the ESG / Ethics committee that reports at least twice a year to the Board of Directors / Chief Executive Officer.



VI. REPORTING

For more information on OCP Group's approach to community engagement, please consult OCP Group Sustainability report and OCP Group NIYA report, both available on its website: <https://www.ocpgroup.ma/en/investors/annual-report>.

For consulting all the above-mentioned policies, please visit OCP Group's website: <https://www.ocpgroup.ma/en/sustainability/policies-and-standards>.

VII. REVIEW

OCP Group will periodically review this policy to evaluate its relevance, to monitor compliance and to drive continuous improvement. OCP Group welcomes feedback and encourages dialogue with any interested party. All feedback and comments on this policy should be sent to sustainability@ocpgroup.ma.

Signature: Senior Vice-President - Sustainability Platform

Hanane MOURCHID

A handwritten signature in blue ink, consisting of several overlapping loops and a vertical line, positioned below the name.