

Appendix 6.

PROPOSAL FOR EMPLOYMENT AND TRAINING OF CITIZENS OF ZAMBIA:

All mining activities have a positive impact on the socio-economic environment of the area. Usage of fixed/mobile machinery will lead to development of ancillary facilities (spare-part shops/repairs workshop) as also this will result in higher economic growth leading to growth of other commercial establishments and trade. Employment will be generated by the exploration/mining activities taking place in and around the license. The nearby villagers as well as the people in the urban areas will be benefitting by jobs in this industry in various trades such as Mining, Engineering, Security, etc. Local citizens will be preferred for employment and proper training will be imparted to them in various trades.

Gemfields are also committed to tackling the environmental issues that are associated with the mining industry. Since 2010, we have been working in partnership with the World Land Trust, an international conservation NGO which works to purchase and protect threatened habitats worldwide.

In May 2011, Gemfields funded a WLT site visit to the Kagem mine as the first stage towards fulfilling our aim of protecting and managing our part of the Miombo landscape for the benefit of wildlife. Zambia's Miombo Woodland is one of the largest eco regions in Africa, providing habitat for a diversity of species, including the endangered African elephant and Black rhino. However, there are no formal records of the species living with the Kagem mine area although animal tracks were identified by WLT during their trip. Gemfields' long term plan is to implement a conservation project at the 4,500 hectare (approx. 10,000 acre) site in order to protect and enhance as much of this important forest habitat as possible.

The first phase of this project is to carry out a rapid biodiversity assessment of the Kagem area in order to establish the species and numbers of wildlife found within the concession area. To achieve this, WLT and Gemfields have teamed up with the University of East Anglia (UEA) who will carry out the dedicated surveys required. UEA's Dr Iain Barr has led a group of UK and Zambian researchers and field assistants surveying the birds, mammals, reptiles, amphibians, beetles, butterflies and flora of Kagem. Local expertise will be sought for some of the fieldwork and the Natural History Museum (London) will assist with identification of species. Subsequently, Gemfields aims to develop a conservation management plan for the whole site in order to protect and enhance the natural habitats of the area thereby buffering our mine's impact on this important Zambian ecosystem.

Appendix 7

Proposals for Development of local business development