

ABOUT THE HOTLINE

1. What is Centamin Plc (the “Company”) Hotline?

The Hotline is one of the avenues where individuals can report a concern. It is encouraged to ask questions and seek guidance if one becomes aware of a suspected or actual violation of law, the code of conduct, or any conduct that you believe is illegal, unsafe, or unethical.

2. What is the purpose of a Hotline?

The Hotline has been created to utilise open channels of communication for the promotion of a positive and open work environment by allowing all employees to raise any concerns pertaining to potential wrong doing around the following areas:

- Anti-Bribery and Corruption
- Harassment
- Health and Safety

REPORTING

3. How can I report my concern?

You can raise your concern in confidence and anonymously using the Company’s Hotline using either the telephone or the Internet.

4. What type of situations should I report?

You can report or raise your concern when you feel there has been a violation of our stated Code of Conduct, or other concern that you might have.

5. If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

When you observe some behaviour that you believe violates our code of conduct, we expect you to report it to your manager or other member of our management team. There may be circumstances when you are not comfortable reporting the issue in this manner and in such cases you may use the hotline.

6. Why should I report?

To work in a positive environment, everyone has the responsibility to act in an ethical manner by letting the right people know when someone is acting inappropriately. Misconduct can threaten the Company on a large scale therefore reporting suspected misconduct or concerns can help protect Centamin, employees and the communities we work in.

7. Does management really want me to report?

It is important that management know what is happening whether it is good or bad. Raising your concerns may help minimise the potential negative impact on the Company and its people as well as help improve Centamin’s culture and performance.

8. When I submit a report, where does it go and who has access to it?

Reports on Centamin Plc Hotline are entered directly on the secure server to keep them secure. Navex Global makes these reports available only to specific individuals within the company who are charged with evaluating the report, based on the type of violation and

location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

9. What should I do if the telephone number is not working?

If the telephone number listed is not functioning, please make your report online through this web site. Please indicate in the report that the telephone number did not work.

10. What should I do if the country I am in is not listed in the telephony list?

If there is no service for your location, please make your report online through this web site. Please indicate in the report that dialling instructions were not available for the country you are located in.

REPORTING SECURITY & CONFIDENTIALITY

11. It is my understanding that any report I send from a company computer generates a server log that shows every web-site that my PC connects with, and won't this log identify me as a report originator?

By using the Hotline, the system will not generate or maintain any internal connection logs with IP addresses therefore no information linking your PC to the Hotline is available. The system designed by Navexglobal is contractually committed not to pursue a reporter's identity. Should you still feel uncomfortable with using a work computer, you have the option to use a computer outside your work environment.

12. Can I file a report from home and still remain anonymous?

A report from home, a neighbour's computer, or any Internet portal will remain secure and anonymous. An Internet portal never identifies a visitor by screen name and the system strips away Internet addresses so that anonymity is totally maintained.

13. I am concerned that the information I provide Centamin Plc Hotline will ultimately reveal my identity. How can you assure me that will not happen?

Every reasonable precaution, consistent with the needs of conducting a thorough and fair investigation, is taken to keep your identity confidential.

In addition, it is possible to report anonymously through Centamin Plc Hotline except where legally restricted from doing so. However, to further ensure your anonymity, you - as a reporting party. It is important that you avoid using language, in your description of the activity, which may identify who you are.

Finally, Centamin Plc supports all employees in raising issues or concerns in good faith and is committed to maintaining a retaliation-free workplace. Anyone who violates that trust and retaliates will face disciplinary action.

14. Is the telephone toll-free hot line confidential and anonymous too?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an interviewer will type your responses into the system. These reports have the same security and confidentiality measures applied to them during delivery.

15. What if I want to be identified with my report?

If you wish to identify yourself, you may do so in the section provided.

Best Practices

16. I am not sure if what I have observed or heard is a violation of company policy, or involves unethical conduct, but it just does not look right to me. What should I do?

You should report this in good faith through one of the channels available to you. We would rather you report a situation that turns out to be harmless than let possible unethical behaviour go unchecked because you were not sure.

17. What if my boss or other managers are involved in a violation? Won't they get the report and start a cover-up?

The secure system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named.

18. What if I remember something important about the incident after I file the report? Or what if the company has further questions for me concerning my report?

Once you file a report by internet or telephone a unique user name and password are issued to you. These unique details will be a way to check progress of the report, add more details to the report or enter into an anonymous dialogue with the Company should there be further information be required.

19. Are these follow-ups on reports as secure as the first one?

All Hotline correspondences are held in the same strict confidence as the initial report, continuing under the umbrella of anonymity.

20. Can I still file a report if I don't have access to the Internet?

You can file a report from any computer that can access the Internet. You can file from home. Many public locations, including the public library, have Internet computers. If you don't have access to or are uncomfortable using a computer, you can call Centamin Plc Hotline's toll-free number, which is available 24 hours a day, 365 days a year.