



**Gabinete do Presidente do Conselho de Administração**

## **SOCIAL COMMITMENTS**

The company **Portos e Caminhos de Ferro de Moçambique, E.P. (CFM)** with the objective of ensuring that its activities are carried out in a socially responsible manner, promoting the economic and social development of the country while respecting the environment and protecting communities, assumes the following social principles:

- **Respect for Human Rights:** The company will ensure respect for human rights, including non-discrimination, promotion of gender equality, and respect for local communities and vulnerable populations affected by CFM operations.
- **Community Participation:** The company will engage affected communities in all phases of projects, from planning to implementation and monitoring. This includes public consultations, obtaining informed consent, and addressing local concerns and needs.
- **Socioeconomic Development:** The company commits to contributing to the socioeconomic development of communities by creating employment opportunities, promoting professional training, and supporting sustainable economic growth in the country.

In addition to complying with national legal requirements and internationally established best practices and guidelines, the company assumes the following commitments, applicable to all activities, products, services, and facilities of the company:

### **Labour and Working Conditions:**

- Establish documented policies and procedures, as well as clear and adequate communication mechanisms at all levels of the company.

- Ensure adequate working and employment conditions, including salaries and benefits, working hours, overtime, rest periods, and leave due to health reasons, maternity, vacations, or holidays.
- Recognize the right of workers to join labour organizations (such as unions) and ensure their non-discrimination.
- Ensure the absence of discriminatory practices in the recruitment, promotion, and remuneration of workers.
- Provide a harassment-free work environment, including sexual harassment or psychological mistreatment, with mechanisms in place for identifying, reporting, and investigating sexual harassment and gender-based discrimination.
- Prohibit the use of child labour, preventing the employment of children in any way that could be dangerous or interfere with their education, health, or development, and establish suitable working conditions for young workers.
- Prohibit forced labour and prevent any form of physical or psychological coercion of workers leading them to work involuntarily.
- Establish and maintain policies, plans, procedures, and means for prevention and emergency response, considering the specificities of the company's facilities and activities.
- Provide appropriate personal and collective protective equipment and training to workers.

#### **Health and Safety of Communities:**

- Strive to protect the health and safety of communities by avoiding and minimizing adverse risks and impacts related to the construction, operation, and decommissioning of equipment and infrastructure.
- Establish and maintain policies, plans, procedures, and means for prevention and emergency response.
- Protect livelihoods and means of subsistence of communities, preventing and minimizing impacts on ecosystem services and situations of physical or economic



displacement, adequately compensating adverse effects that cannot be prevented or minimized.

**Personnel and Security Services:**

- Ensure that security services workers are properly recruited, trained (including in terms of conduct standards), equipped, and supervised to apply principles of proportionality and international best practice in safeguarding human rights in the performance of their duties.
- Provide a complaints mechanism through which workers and local communities can express concerns or complaints about the company's security system and personnel.
- Investigate and remedy allegations of abuse, current or past.

The Administration Board commits to disseminating and ensuring compliance with this social commitment, as well as updating it in response to evolving institutional needs and external circumstances.:

Maputo, August 2023



**Agostinho Francisco Langa Jr., Eng.º**  
**Chairman & President of CFM Board**