

ADRIATIC METALS PLC

VARES PROJECT

STAKEHOLDER ENGAGEMENT PLAN

February 2022

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DATE ISSUED: February 2022
JOB NUMBER: ZT52-0182
VERSION: V7.0
REPORT NUMBER: MM1365
STATUS: Working Document

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February 2022

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**NOTE: THIS IS A WORKING DOCUMENT THAT WILL BE REGULARLY MONITORED, REVIEWED AND
UPDATED THROUGHOUT ALL STAGES OF PROJECT IMPLEMENTATION**

Version number	Date	Authors	Reviewed by	Approved
Version 1.0	Dec 2019	Allie Mitchell, WAI	Graham Hill, Adnan Teletovic & KateHarcourt	Alison Allen WAI
Version 2.0	May 2020	Allie Mitchell, WAI	Vildana Mahmutovic, Aida Ahmedovic, Milos Bosnjakovic & Kate Harcourt	GrahamHill AM
Version 3.0	July 2020	Allie Mitchell, WAI	Vildana Mahmutovic, Aida Ahmedovic & Kate Harcourt	DominicRoberts AM
Version 4.0	April 2021	Vildana Mahmutovic & Aida Ahmedovic	Kate Harcourt & Allie Mitchell	Dominic Roberts AM
Version 5.0	September 2021	Aida Ahmedovic & Almedina Likic	Vildana Mahmutovic	Dominic Roberts AM
Version 6.0	September 2021	Aida Ahmedovic	Vildana Mahmutovic	Dominic Roberts AM
Version 7.0	February 2022	Aida Ahmedovic & Almedina Likic	Vildana Mahmutovic	Dominic Roberts AM

1 INTRODUCTION

Adriatic Metals commissioned Wardell Armstrong International (“WAI”) to develop a framework Stakeholder Engagement Plan (“SEP”) for the Veovaca and Rupice mines, collectively the “Vares Project”, located in northern central part of the Federation of Bosnia and Herzegovina (“BiH”). The SEP was originally issued alongside the WAI Environmental and Social Scoping Study, January 2020, and was intended to be read in conjunction with this and CSA’s Scoping Report, November 2019. The Scoping Study has been updated subsequently to incorporate the European Bank for Reconstruction and Development’s (“EBRD”) comments and to advance it from framework to operational.

Version 7.0 of the SEP (this version) will be ‘owned’ by Adriatic Metals/Eastern Mining and subsequent updates will be made by them and approved by Dominic Roberts, Head of Corporate Affairs.

COVID-19

Soon after the first draft of the SEP was prepared, and after the second site visit by WAI in February 2020, during which many meetings were held, the C-19 global pandemic was declared and many restrictions put on movements and meetings. Stakeholder engagement has continued during this time, with appropriate social distancing measures in place, with the exception of meetings of more than 15 people. In mid-June these restrictions were lifted, allowing the inaugural meeting of the Public Liaison Committee to take place and other stakeholder activities to continue as planned.

Adriatic Metals continue, in close consultation with the local municipal and medical authorities, to monitor the C-19 situation. Guidance and training have been given to all staff and suitable sanitisation and protective equipment have been provided at all workplaces. As a further form of prevention and protection due to the emergence of the Omicron strain virus, the company conducts frequent testing of all employees on C-19 on a weekly basis.

The SEP has been reviewed against the EBRD’s C-19 Stakeholder Engagement advice¹ and it is considered that the approach taken by Adriatic Metals is following best international practice.

1.1. Report Overview

This document takes into account the most recent project design (Feasibility Study dated September 2021) and is developed with the aim of guiding stakeholder consultations and communications throughout the life of the Project, including closure. The SEP will be monitored, reviewed and updated on a regular basis by Adriatic Metals / Eastern Mining, providing a roadmap for engagement and monitoring the effectiveness of impact mitigation measures.

¹ EBRD COVID 19 Stakeholder Engagement (PR10) Briefing Note April 2020

This plan has been developed to meet best practice as exemplified by the standards of the Equator Principles financial institutions, including the sustainability frameworks of the International Finance Corporation (“IFC”) and the EBRD.

During exploration, the main aim of stakeholder engagement in Vares has been to establish two-way communication between Eastern Mining and stakeholders at national, regional and local levels. The SEP outlines how stakeholders will be informed of the impact assessment process and its various stages, including how they may be engaged in data collection, impact assessment and developing strategies for impact management and monitoring.

During construction and operational phases, stakeholder engagement activities will focus on keeping stakeholders informed about the project activities and to engage them in terms of monitoring and impact management.

Stakeholders are invited to review and provide feedback on this SEP. Eastern Mining will ensure this document is available and accessible to stakeholders in Bosnian, Croatian, Serbian and English. All comments and questions are welcome and should be sent to the Senior Management Team, which includes:

- Paul Cronin, Director of Eastern Mining;
- Graham Hill, Chief Operating Officer;
- Adnan Teletovic, Executive Director;
- Dominic Roberts, Head of Corporate Affairs;
- Vildana Mahmutovic, Head of Sustainability;
- Aida Ahmedovic, Coordinator for Social Management;
- Emir Sudzuka, Company lawyer; and
- Kate Harcourt, Environmental and Social Associate.

Stakeholder engagement had been largely managed by Eastern Mining’s Executive Director, Adnan Teletovic, who maintained contact with government and community representatives at the national, canton and municipality levels. The Head of Sustainability, Vildana Mahmutovic, was engaged in February 2020 and is now leading Stakeholder Engagement activities, alongside Adnan and the wider environmental and social team namely, Aida Ahmedovic, Coordinator for Social Management and Almedina Likić, Information Centre Associate.

In September 2019 the Eastern Mining Information Centre was opened on the main street in Vares. The centre is open from 08:00 – 16:30 Monday to Friday. It is shut on weekends and Public Holidays. The Information Centre has one member of staff who is available to community members during office hours. A register of stakeholders visiting the Information Centre is maintained. The purpose of the office is to create a presence for Eastern Mining / Adriatic Metals in Vares, providing a service for community members and allowing Eastern Mining / Adriatic Metals to communicate more effectively with local stakeholders. At present, the office has a focus on informing local communities on the Vares Project development activities, future employment opportunities and preparing the Accommodation plan with Accommodation log while large number of employees is expected in 2022. Opening hours

and numbers of people who can visit have been limited by C-19 restrictions, but key messages are widely shared locally and on social media, so that the information flow is maintained as far as possible.

1.2. Project Description

Metalliferous ore has long been mined in the Vares Municipality of the Zenica-Doboj Canton, BiH. However, a new discovery in the west of the municipality of a deposit with high grades of zinc, lead, barite and other metals has been made in recent years. Adriatic Metals and their subsidiary company, Eastern Mining, plan to extract these metals, contributing to the global supply of these essential materials. The development of an underground mine at Rupice is underway and works will commence at the Veovaca processing plant location in April 2022. The Rupice and Veovaca sites are located approximately 8.7km west-north-west and 3.5km east, respectively, from the town of Vares (Figure 1.1).

The Vares Project is fully permitted, including environmentally according to BiH legislation. Additionally, Adriatic Metals and Eastern Mining have committed to running the Project in line with internationally recognised industry environmental standards, such as those developed by the World Bank and the EBRD and have completed an Environmental and Social Impact Assessment process and developed all associated documentation which has been disclosed as described below in Section 4.4.

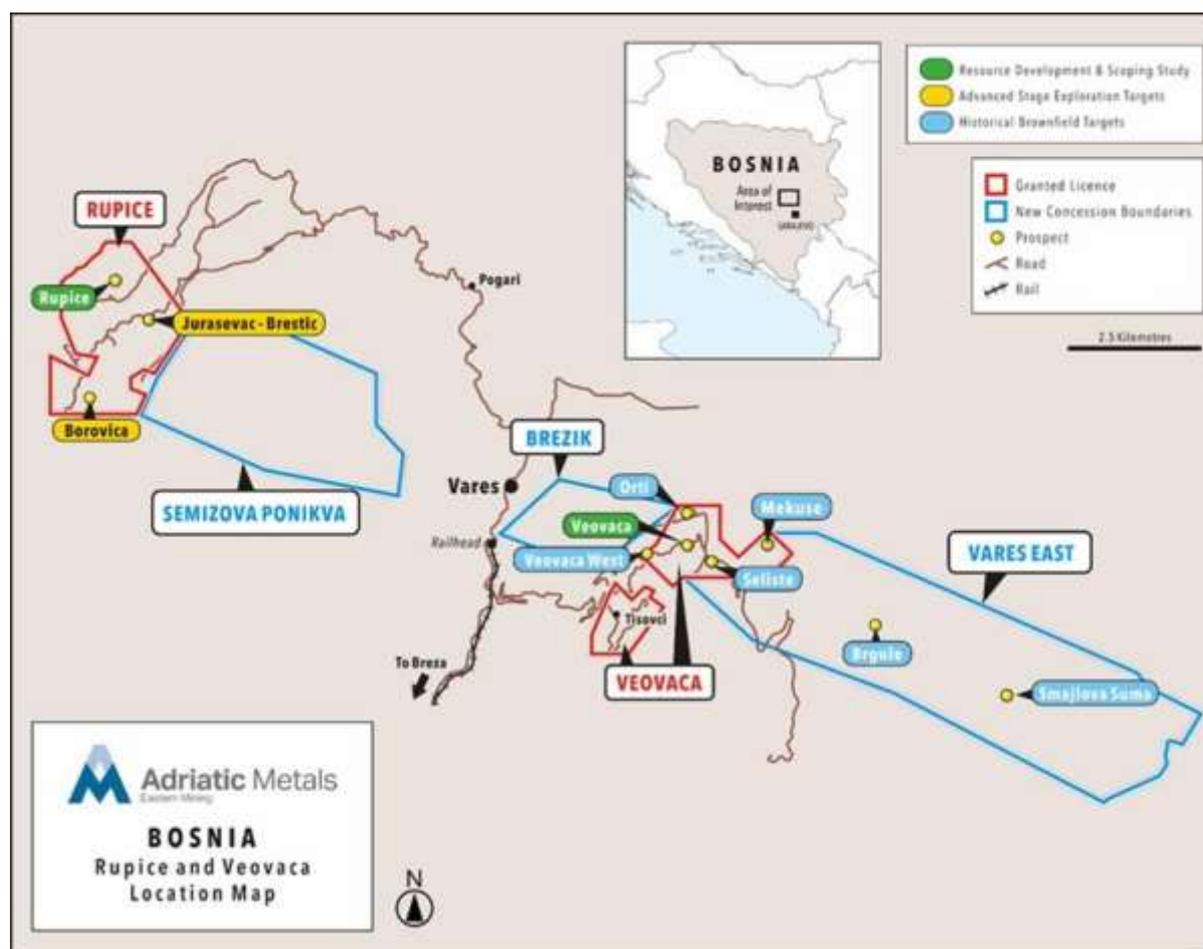


Figure 1.1 Map showing the location of Vares Project

1.3 Construction Phase

The Vares Project has entered the construction phase, which currently consists of civil works at the Rupice mine site. Work underway includes the construction of a 1,200m access road, the construction of a platform for infrastructure and site offices. Specific works that are being performed are excavation, the construction of embankment and reinforcement of the ground with additional imported stone, temporary brook casing of streams and geotechnical drilling.

In the next period, the construction of the platform near the upper portal, which has an excavation volume of approximately 400.000 m³, and the preparation of the first section of the haul road between Rupice and Tisovci are scheduled. Currently, there are 10 excavators, 30 trucks and 15 pieces of other equipment on the site. In late April the main mining contractor will commence the development of the underground declines, required to access the Rupice ore body.

Special attention will be paid to informing the population about the construction works, through meetings and site visits to households, and informing the members of the Public Liaison Committee.

The information will be available and placed in the public domain through newsletters and social media.

2 RELEVANT LEGISLATION, POLICY AND GUIDELINES

2.1 Bosnia and Herzegovina Legislation

In BiH, legislation relevant to the Environmental Impact Assessment Process, which includes commitments to stakeholder engagement, includes the following:

- Law on Environmental Protection (“Official Gazette of the FBiH,” No.15/21);
- Law on Nature Protection (“Official Gazette of the FBiH,” No. 66/13);
- Law on Water (“Official Gazette of the FBiH,” No. 70/06);
- Law on Water (“Official Gazette of the Zenica - Dobož canton”, No. 17/07);
- Law on Waste Management (“Official Gazette of the FBiH,” No. 33/03, 72/09 and 92/17);
- Law on Air Protection (Official Gazette of FB&H No. 33/03 and 04/10);
- Law on Protection against Noise (FB&H Official Gazette No. 110/12);
- Law on Protection against Noise (Official Gazette of the Zenica - Dobož canton”, No. 01/14);
- Law on Spatial Planning and Land Utilization at the FBiH level (“Official Gazette of the FBiH,” No. 02/06, 72/07, 32/08, 04/10, 13/10, 45/10);
- Regulation on Determination of Works and Buildings for Which the Federal Ministry of Spatial Planning Issues the Urban Permit and/or Location Information (“Official Gazette of the FBiH,” No. 32/14);
- Regulation on Plants and Facilities for Which the Environmental Impact Assessment Must Be Carried Out and Plants; and Facilities Which Can Be Constructed Only with the Environmental Permit (“Official Gazette of the FBiH,” No. 19/04);
- Regulation on Content, Order of Preparation, Constituent Parts and Method of Developing Mining Projects (“Official Gazette of the FBiH,” No. 53/12);
- Decision on Conversion of Forest Land to Construction Land (“Official Gazette of the FBiH,” No. 108/12); and
- Law on Forests (“Official Gazette of ZDC,” No. 8/13 and 1/15).

2.2 International Standards

Regarding Stakeholder Engagement, both the IFC Performance Standards on Environmental and Social Sustainability 2012 and the EBRD Environmental and Social Policy (2019) are applicable to the Vares Project. These standards are regarded as the benchmark for internationally accepted best practice in a range of areas, including stakeholder engagement, and have therefore been used to frame this plan.

IFC and EBRD requirements for Project information disclosure exceed the requirements of the European Union, as defined by the Aarhus Convention, as well as those of the BiH laws and regulations.

2.2.1 EBRD Performance Requirements

EBRD Performance Standard 10 on Information Disclosure and Stakeholder Engagement standards stresses that public consultation should be started early in a project's development and that engagement with interested parties at every stage should be: "*free of manipulation, interference, coercion, and intimidation, and conducted on the basis of timely, relevant, understandable and accessible information, in a culturally appropriate format*".

Specific requirements set forth in EBRD Performance Requirement 10 include:

Engagement During Project Preparation

- Stakeholder Identification and analysis including stakeholder mapping to identify those either directly or indirectly affected by the Project, or those interested in the Project.
- Stakeholder Engagement Plan – to be initially prepared during the scoping phase and then developed as a live document throughout the project life. The SEP details how communication with identified stakeholders will be conducted through project preparation and implementation.
- Information disclosure regarding project planning and development, potential environmental and social risks and impacts arising from the Project, the consultation process and any envisaged public hearings. For a category A project, which the Vares Project is classified, the Environmental and Social Action Plan („ESAP“) will be disclosed.
- Meaningful consultation, meaning identified stakeholders will have opportunity to express their views on project risks, impact and mitigation measures. The operator will then be able to consider and respond in a constructive way.
- Informed and iterative consultation, allowing stakeholders to input to the decision-making process during the project preparation phase.

Engagement during Project Implementation

- Throughout the duration of the project there should be ongoing provision of information to identified stakeholders. Part of this engagement should include a two-way dialogue to receive feedback on the effectiveness of mitigation measures and items within the ESAP.
- Reporting on the implementation of the ESAP should be provided to stakeholders as well as any issues that pose risk to stakeholders or that have risen as a result of consultation or the grievance mechanism. All feedback should be accessible to identified stakeholders.
- Regular external reporting is encouraged on the environmental and social performance of the Project.

Grievance Mechanism

- A grievance mechanism, process, or procedure to receive and facilitate resolution of stakeholders' concerns and grievances about the Project's environmental and social performance should be developed and implemented.
- This procedure should address concerns promptly and effectively, using an understandable and transparent process that is culturally appropriate and readily accessible to all segments of the affected communities, at no cost and without retribution.
- A separate grievance mechanism for employees and workers is also in place.

2.2.2 IFC Performance Standards

Specific requirements set forth in the IFC Performance Standard 1 include:

Stakeholder Analysis and Engagement Planning

- Identify affected communities and other stakeholders that may be interested in the Project and consider how external communications might facilitate a dialogue with all stakeholders; and
- Development of the SEP, including measures to allow for the effective participation of stakeholders, particularly those identified as disadvantaged or vulnerable.

Disclosure of Information

- Provision of relevant information on (i) the purpose, nature and scale of the project; (ii) duration of the proposed activities; (iii) any risks to and potential impacts on such communities and the relevant mitigation measures; (iv) the envisaged stakeholder engagement process; and (v) the grievance mechanism.

Consultation

- Undertake a process of consultation that provides affected communities with opportunities to express their views on Project risks, impacts and mitigation measures; and
- Includes a two-way process that (i) begins early in the process of identification of environmental and social impacts and continue on an on-going basis as impacts arise; (ii) is based on prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information that is in a culturally appropriate local

language; (iii) focuses inclusive engagement on those directly affected as opposed to those not directly affected; (iv) is free of external manipulation, interference, coercion, or intimidation; (v) enables meaningful participation where applicable; and (vi) is documented; and is tailored to the language preferences of the affected communities, their decision-making process and the needs of disadvantaged or vulnerable groups.

Informed Consultation and Participation

- Conduct an informed consultation and participation process that will result in affected communities' informed participation;
- Manages a consultation process that (i) captures both men's and women's views, if necessary, through separate forums or engagements, and (ii) reflect men's and women's different concerns and priorities about impacts, mitigation mechanisms, and benefits, where appropriate; and
- Documents the process, in particular the measures taken to avoid or minimise risks to and adverse impacts on the affected communities and will inform those affected about how their concerns have been considered.

External Communications

- Implementation of a procedure for external communications that includes methods to (i) receive and register external communications from the public; (ii) screen and assess the issues raised and determine how to address them; (iii) provide, track and document responses; and (iv) adjust the environmental and social management programme.

Grievance Mechanism for Affected Communities

- Establish a grievance mechanism to receive and facilitate resolution of affected communities' concerns and grievances about the environmental and social performance; and
- Inform the Affected Communities about the mechanism in the course of the stakeholder engagement process.

Ongoing Reporting to Affected Communities

- Provision of a schedule for periodic reports to the affected communities that describe the progress with implementation of the project action plans on issues that involved on-going impacts on affected communities and on issues that the consultation process of grievance mechanism have identified as a concern to those communities; and
- Provision of reports not less than annually.

3 PROJECT STAKEHOLDERS

Stakeholder engagement had been largely managed by Eastern Mining’s Executive Director, Adnan Teletovic, who maintains contact with government and community representatives at the national, canton and municipality levels. The Head of Sustainability, Vildana Mahmutovic, was engaged in February 2020 and is now leading Stakeholder Engagement activities, alongside Adnan and the wider environmental and social team.

3.1 Stakeholder Identification

Stakeholder identification is a crucial step in managing the overall stakeholder engagement process. Accurate stakeholder identification reduces the risk of a narrow stakeholder group dominating the consultation process and helps a company to identify and address legitimate concerns related to project impacts.

In order to develop an effective SEP, it is necessary to determine who the stakeholders are and understand their needs and expectations for engagement, and their priorities and objectives in relation to the Project.

For the Project, stakeholders are identified by:

- Identifying the different categories of parties who may be affected by or interested in the project; and
- Identifying specific individuals or organizations within each of these categories, taking into account:
 - Expected geographic area of influence of the Project;
 - Nature of impacts that could arise and therefore the types of government bodies, non-governmental organizations, academic institutions and other bodies who may have an interest in these areas; and
 - Recognition that the process of identifying the individual and organizations within each group is a continuing one, including contacts the Project has already made and those it may make as a result of changes to the Project design or ongoing consultations.

At Vares mapping has been ongoing since 2019 and stakeholders have been identified within the following categories:

- Government authorities at the federal, canton and municipal levels;
- Project-affected communities, including individual residents as well as non-organized groups with particular areas of interest or that may be at risk (elderly, gender, people with disabilities, ethnic minorities, etc.), including community leaders and representatives;
- Multi-national and international organizations (UN agencies, World Bank, multi-lateral and bi-lateral development agencies, etc.);

- Non-governmental organizations at the international, national, regional and local levels, including organised community-based organisations or interest groups (labour, youth, education, religious, business, etc);
- Commercial organisations and business associations;
- Project employees; and
- Media.

The following sections introduce each of these categories, a stakeholder mapping document is attached as an appendix to this SEP. Stakeholder mapping is a continuing process and if new stakeholders are identified, they are incorporated into the appropriate engagement processes.

3.2 Government Authorities

3.2.1 National – Federation of Bosnia and Herzegovina

The Vares Project is located in the Vares Municipality, with the Rupice deposit close to the border of the neighbouring Kakanj Municipality, both in the Zenica-Doboj Canton in the Federation of Bosnia and Herzegovina, one of two entities of Bosnia and Herzegovina, the other being the Republika Srpska. The two are politically autonomous, however, the district of Brcko is jointly administered by both. Each federal entity has its own constitution.

National authorities are defined as those agencies of the Government of the Federation of BiH who have the power to regulate or otherwise influence the Project in terms of establishing policy, granting permits or other approvals for the Project, and monitoring and enforcing compliance with BiH law throughout all stages of the Project life-cycle (planning, construction, operation and closure)

The Federal Ministry of Environmental and Tourism has the following functions²:

- a) plans, proposes and implements strategic documents, policies, financial plans and programs in the field of environmental protection, as well as programs and regulations in the field of prevention, remediation and development of environmental protection;
- b) monitors, analyses and evaluates the state of the environment and the implementation of environmental protection, as well as experiences gained in the field of protection, use and development of the environment;
- c) establishes and manages the system of reporting and information on the environment in the Federation of BiH;

² <https://www.paragraf.ba/propisi/fbih/zakon-o-zastiti-okolisa.html>

- d) issues environmental permits within its competence in accordance with the provisions of this Law and other regulations;
- e) keeps a register on pollutants and pollution of all components of the environment which is available to the public;
- f) organizes activities aimed at preventing or reducing harmful consequences for the environment;
- g) participates with other competent bodies in the development of programs and plans for the use of natural resources, development and implementation of a special plan and qualification system and decides on appeals against decisions of cantonal ministries made under federal law and other federal regulations and performs other environmental tasks and tasks within the competence of the Federation of BiH; and
- h) provides the necessary assistance to the competent state bodies in the implementation of international obligations undertaken by BiH and cooperate with the competent ministry of the Republika Srpska, the competent authority of the Brcko District of BiH and the institutions of BiH.

From the very beginning, the company has maintained harmonious relations with state / federal authorities, as indicated by the visit of the Prime Minister of the Federation of Bosnia and Herzegovina and the Minister of Energy, Mining and Industry of the Federation of Bosnia and Herzegovina to site on 12th October 2020. In addition, on 2nd June 2021 the Minister of Environment and Tourism of the FBiH also visited the company and President of the Federation of BiH, Minister of Physical Planning, Deputy Minister of Foreign Trade and Economic Relations of BiH and Mayor of Vares on 14th July 2021. Eastern Mining will, as before, strive to continue sustainable and successful co-operation with the authorities at all levels.

3.2.2 Regional - Zenica - Doboje Canton

The Project is located in the Zenica-Doboje Canton in the northern central part of the country. Each canton has its own administrative government and relative autonomy on local issues. Cantons are further subdivided into municipalities.

The Canton is responsible for³:

- a) preparing draft regulations and planning documents in the field of environmental protection, which are harmonized with federal regulations, strategies and other planning documents in this field;
- b) analysing and assessing the state of the environment and environmental protection activities by exchanging experiences gained in the field of environmental protection and use;

³ <https://www.paragraf.ba/propisi/fbih/zakon-o-zastiti-okolisa.html>

- c) performing other tasks and duties determined by federal law and other federal regulations;
- d) establishing and managing the environmental information system in the canton;
- e) issuing licenses within its competence;
- f) organising activities aimed at preventing or reducing harmful consequences for the environment;
- g) supervising the implementation of cantonal regulations and planning documents in the field of environmental protection;
- h) establishing and implementing a system of prohibition of movement of motor vehicles of certain eco categories when it is assessed that this is a necessary measure in environmental protection; and
- i) performing other tasks determined by the cantonal regulation.

A good standing relationship exists between Eastern Mining and the Cantonal Government. A site visit and wider visit to Vares was organised for the Canton government in October 2019. This active engagement from Eastern Mining will continue through the life of the Project.

3.2.3 Local – Vares Municipality

The project is located in the municipality of Vares, and it is managed by its Mayor Zdravko Marosevic, who was elected in the elections held on 15 November 2020 for a term of 4 years. Directly adjacent to the Rupice Project lies the border with Kakanj Municipality.

Local municipalities are responsible for⁴:

- Environmental protection policies (establishment and implementation);
- Management of natural resources of the local self-government units;
- Management, financing and improvement of the operations and utilities (water supply, wastewater disposal and treatment and solid waste collection and disposal); and
- Management, financing and improvement of parks.

The local authorities have already been engaged in the Vares Project and a good relationship with them currently exists. The local authorities will be continuously engaged during project development by way of ongoing dialogue, so that they understand what is happening in their municipalities and are in a position to consider project activities in their policy-making, regulatory and other duties and activities.

⁴ <https://portal.cor.europa.eu/divisionpowers/Pages/Bosnia-Herzegovina-Environment.aspx>

During 2020, a meeting was held with the Municipal Council of Vares, during which the method of cooperation was established. Since the local elections were held in November 2020, new members of the Municipal Council were appointed and due to COVID19 restrictions, the President of the Municipal Council is invited to each Public Liaison Committee meeting to get all necessary information regarding the Vares Project and the company's activities.

3.2.4 Local – Kakanj Municipality

The municipality of Kakanj lies in close proximity to the west of Rupice Project. Liaison has begun with community leaders in Kakanj lead by the EM Environmental and Social team and Executive Director, Adnan Teletovic with brief consultation meetings occurring focusing on information dissemination. This engagement is now formalised and has been progressed by engaging with Kakanj municipality council due to the vicinity of the Project and potential cross-border effects of the activities at Rupice. Representatives from Kakanj Municipality have been included in the Public Liaison Committee (see Section 4.6 below). Co-operation was established with the Public Company VODOKOM d.o.o. Kakanj, which is in charge of water supply of the Kakanj Municipality. At the meeting held with the representatives of this company, the monitoring of water quality data was exchanged. On that occasion, the representative of the Public Company VODOKOM d.o.o. Kakanj was appointed as a new member of the Public Liaison Committee.

Since the Local Elections were held in November 2020, the members of the Kakanj Municipal Council were changed and a new mayor was elected. In this regard, a meeting with the newly elected Mayor of Kakanj was held. The goal of the meeting was to inform him about current and future activities of Eastern Mining.

3.2.5 Local – Breza Municipality

The Breza municipality borders the Vares municipality, and due to the infrastructure and regional transport routes towards Vares, it is inevitable to pass through this municipality. In the previous period, cooperation and acquaintance with the municipal authorities from Breza as well as the local company that provides water supply to the population was intensified. On that occasion, a representative of the local company that provides water supply also became a member of the Public Liaison Committee.

3.2 Project Affected Communities

Within the Vares municipality, 24 local community centres exist comprising of 81 settlements. Within Kakanj municipality there are 42 local community centres comprising of 108 settlements. The closest community centres and identified key communities are shown in a stakeholder mapping exercise, presented in Appendix 1, which has identified three levels of community, defining the social area of influence. These categories are as follows:

- Key Communities – Those directly affected by mining activities due to close proximity, influx of workers and those likely to see noticeable demographic changes, these communities have been taken into account in the household survey for social baseline collection;
- Secondary Communities - Unlikely to be directly impacted by mining activities and infrastructure but lie within close proximity and will therefore see some change;
- Wider communities of interest – currently identified as those in surrounding areas and those who have shown interest in the project by visiting the Information Centre. These communities delineate the wider area of influence and form a triangle between Zenica, Tuzla and Sarajevo.

The communities included within these three categories will be continuously reviewed and updated throughout the stages of the Vares Project implementation and as stakeholder engagement activities are advanced.

Table 3.1. Key Communities and Secondary, Community Leaders and Population, 2018			
Community Centres	Included Settlements	Leader	Population
Opcina Vares			
Borovica	Borovica Donja Borovica Gornja Osredak	Mr. Grga Vukancic	149
Pogar	Pogar Sjenokos Zarude	Mr. Stjepan Petrovic	185
Javornik	Javornik Osoje Zvijezda	Mr. Vinko Gajic	147
Dastansko	Dastansko Visnjici	Mr. Damir Ahmedovic	142
Przici	Przici Tisovci Brezik Przici Kolonija	Mrs. Jasna Mircic	169
Vares	Vares Semizova Ponikva Polozac Diknjici Ljepovici	Mr. Izudin Muftic - entrusted	3063
Vares Majdan	Vares Majdan Bijelo Borje Mlakve Poljanice Planinica Samari	Mr. Midhat Dzafo	1098
Stupni Do	Stupni Do	Mr. Emir Likic	135
Kakanj Municipality			
Nazbilj	Nazbilj Bastasici	Mr. Himzo Kovacevic	176 122

Vukanovici	Vukanovici Zlokuce Slagoscici	Lipnica	Mr. Tihomir Jakovic	218 58 2 0
<p>NB: Data is taken from the Vares municipality Overview of local communities, 2018. * Indicates Key communities, considered in depth within the social baseline and household survey. **Data source: Federal Office of Statistics</p>				

At the end of 2021, elections were held in the municipality of Vares to appoint new presidents of local communities. In most local communities, the same presidents remained in post, while MZ Pogar, Vares Majdan and Vares elected new presidents as follows:

1. MZ Pogar - Milijan Pasalic
2. MZ Vares Majdan - Muris Cizmo
3. MZ Vares - Nurdin Begovic

Eastern Mining have actively engaged with leaders of the closest communities and villages, namely Borovica, Pogar, Vares, Vares Majdan, Dastansko and Przici (Tisovci is part of the community of Przici). Already well established, this engagement will continue throughout project life on an ongoing basis regarding all aspects of the project that may impact their regulatory and other responsibilities. Engagement with community leaders in Kakanj and Breza has been initiated and will be developed as the project progresses.

Additional communities are located in the wider project area of influence, anticipated to see an indirect impact. Members of these communities have shown interest in the project by visiting the Vares Information Centre. The surrounding communities utilise Vares for multiple services such as the health centre, library, cafes and shopping. The communities, comprising multiple villages, include the following:

- Javornik;
- Strica-Zarude;
- Stupni Do;
- Strijezevo;
- Budozelje;
- Mir;
- Ocevija;
- Dubostica;
- Ligatici;
- Vukanovici;
- Bastasici and
- Dabravine.

As the project progresses additional meetings with these other community leaders will take place, ensuring that all potentially directly and indirectly closest impacted communities remain informed and included in the Vares Project's development. Informing the local communities and the population that are directly and indirectly affected is continuously done through various communication channels:

through notice boards, religious communities, the Tourist Info Centre, Radio Bobovac, Vares General Library, and through meetings of the Public Liaison Committee.

Eastern Mining understands that Project-Affected Communities should not be considered as one stakeholder group, as individuals and groups may have numerous and diverse interests. Affected individuals will be consulted directly and via their representatives, including community leaders and other influential people, such as school principals, head of police and religious leaders.

The Project area is home to a generally ageing population. During the Bosnian war, many community members were displaced from the Vares region; additionally, post-war, many residents moved away to other cities in BiH or abroad. This is a unique scenario and stakeholder engagement with land and property owners within close proximity to the Project, who are no longer present in the region, will need to be managed separately to the consultation with local residents. Cooperation was established and meetings were intensified with representatives of local communities affected by the project, but also those not directly affected by the project in order to cover the entire area with relevant information.

3.3.1 Vulnerable Persons

Eastern Mining will also consult specifically with people representing potentially vulnerable groups, such as the elderly, women, young people, the sick and disabled, and ethnic minorities.

In line with international best practice, the following measures were taken to enhance the ability of vulnerable groups to participate in the ESIA process:

- During the process of stakeholder identification and implementation of the SEP, identification and mapping of disadvantaged or vulnerable individuals or groups;
- Identification of consultation approaches, communication methods and activities that will support effective engagement of vulnerable persons (for example, where necessary, transportation subsidies can be provided to enable them to attend public meetings); and
- Ensure effective communication through identification of appropriate information dissemination methods and the appropriate use of language and non-technical writing across all community purposed documents to ensure accessibility to all vulnerable groups.

Stakeholder lists for this group will be updated continuously throughout the implementation of the SEP.

The Vares Municipality has a high number of elderly residents, many of whom would be classed as vulnerable. The rural nature of the communities, low provision of public transport and extreme winter weather conditions can mean that certain households or communities are sometimes cut off. Several NGO groups exist to serve those most vulnerable in the communities.

3.3.3.1 Communication of Gender Based Violence & Harassment (“GBVH”) issues internally and through the supply chain

Adriatic Metals Human Rights Policy regulates GBVH issues internally and through the procurement process. The policy itself states the following:

1. Prohibition of unlawful discrimination, inter alia, on the grounds of sex, ethnicity, religion or other characteristics, as well as unfair discriminatory practices with regard to employment, training and promotion;
2. Decent treatment of workers and non-tolerance of any form of violence, abuse or harassment.

Furthermore, the Procurement Policy specifies that Adriatic Metals / Eastern Mining are committed to conducting due diligence, environmental risk assessment, social and human rights assessments related to their supply chain, monitoring these risks and proposing measures to avoid them.

Adriatic Metals / Eastern Mining is committed to incorporating these policies into corporate culture and practice. A mechanism for filing complaints, both internal and external, has been established. In addition to the above mechanism, complaints can also be submitted through the Whistleblower reporting mechanism, electronically and anonymously. The company is committed to adhering to all of the above procedures, and in the coming period will work on updating and improving these policies and procedures and their implementation.

3.3.2 Non-Governmental and Public-or Community-based Organisations

This group includes all other people in society who may have an interest in the social and environmental impacts of the Project. It includes members of civil society organisations such as religious groups, cooperatives, cultural groups, village associations and environmental or social groups. Universities and other academic and research institutions running courses and undertaking work relevant to the Project are also included in this cohort (e.g. mining, sustainability, social and environmental issues, local and regional development, etc.). These institutions include Tuzla Mining Institute and the University of Zenica.

A register of all Non-Governmental Organisations (NGOs) currently working locally in Vares Municipality is presented in Appendix 2 of this SEP; this is maintained at the Vares Information Centre. As the ESIA disclosure proceeded, all relevant organisations were informed of project development, regardless of their opinion on mining and the project and were encouraged to engage with Eastern Mining. This engagement has already been initiated, particularly with NGO groups who work with vulnerable persons.

In the previous two years of intensive activities, regular meetings were held with representatives of NGOs from the municipality of Vares. At the very beginning, initial meetings were held to introduce NGO representatives to the project, and through the course and development of the project, regular meetings were held with focus groups, i.e. associations primarily related to environmental protection,

cultural heritage, women's associations and local businessmen. These focus groups broadly support the project but expect that all legal frameworks regarding environmental protection will be met and that the local community will be given priority in its work activities where possible.

3.3.3. Commerce and Industry

A range of different types of commercial organisations may be interested in the Project. These include:

- Local entrepreneurs, who may be affected by social and environmental impacts;
- Local businesses from elsewhere in the region, who may benefit by providing goods and services to the Project; and
- Other mining companies working in the local area and elsewhere in the region.

During March 2020, a meeting with the representatives of the Association of Employers of Vares was held with the aim to introduce them to the work and plans of the company. The primary goal of this association is to gather all employers in Vares into one association that will represent all of them on the labor market. Cooperation with the Association continued and in January 2022 a meeting of Eastern Mining management was held with members of the Employers' Association who showed interest in participating in the process of creating a favorable climate for subcontractors as construction work will intensify in the coming period. They pointed out that the Vares Project and all activities are the same opportunity for the development of the local community and economic empowerment of local businessmen from the area of the municipality of Vares. Eastern Mining's management supported the initiative because the company's goal is also to develop the local community.

This will be in addition to direct contact with potential suppliers of the project. As the project develops and new contractors and service providers are identified, it is likely that these businesses will become important stakeholders as they establish contractual relationships with the project. A business directory for Vares Municipality is presented in Appendix 3 of this SEP.

3.3.4 Project Employees

Project employees are recognised as stakeholders. It should be noted that not all employees will have the same interests. Employees will also include any contractors engaged on site.

3.3.5 Media

Eastern Mining has already actively engaged with the primary media outlet in Vares, Radio Bobovac and its associated Newspaper, with the Eastern Mining logo currently displayed on the radio website. This radio station is widely listened to across Vares and is seen as one of the key methods of information and news dissemination in the area. It is proposed to have interactions with the station at least once a month, either through interviews or sharing information. Radio Bobovac has a Facebook and web page which have many followers who are members of the Bosnian diaspora. Each time Eastern Mining provides information, the reaction and comments of diaspora, and their

locations, can be tracked. This data will be recorded and collated and included in Eastern Mining reporting. Further media stakeholders at the district level as well as at the regional and national levels will also be engaged.

Media stakeholders may have specific interests or queries about the project, and they may also be used to disseminate information about the project to other stakeholders. All information of interest to the project has so far been presented through the program of Radio Bobovac, and this media will continue to play a significant role in informing the public.

Social media is already utilised by multiple organisations across Vares Municipality for the dissemination of information, including the Vares Information Centre. Eastern Mining has intensified the use of social networks in order to inform the local community and more distant stakeholders and the diaspora about the development of the project. Through social media, the company provides information relevant to the company and the local community in which it operates. Such information and content are created with great care and in accordance with the company's corporate policy. As the project progresses, the use of social media will be continued to inform the public about the project's activities. In monthly reports produced by the Information Centre an update on the level of engagement on their Facebook page is presented, allowing this to be tracked and therefore utilised effectively.

3.3.6 *Multinational and International Organisations*

Continuous engagement with international organisations can help identify regional development initiatives and improve coordination between the project and these activities.

In BiH, a range of different international organisations may have an interest in the project and may have useful data or insight into local and national issues of relevance to the project. These include:

- UN Development Programme;
- World Health Organisation in Bosnia;
- Council of Europe;
- Delegation of EU to BiH;
- Save the Blue Heart of Europe;
- Sava River Basin Agency;
- Adriatic Sea Watershed Agency;
- Agency for the Maintenance of the Danube River;
- European Bank for Reconstruction and Development; and
- Bankwatch Network (environmental and human rights group).

Several activities have occurred in Vares funded by international organisations including the repair, replacement or development of key infrastructure and studies on the legacy of previous mining activities. Work will be done to establish contact with these groups during the development of the

project in order to identify other multinational groups that may be implementing programs in Zenica-Doboj Canton and that could express interest in the project.

Bosnia & Herzegovina is in an advanced state of accession application to the EU, finalising alignment arrangements on policy and political criteria as of May 2019. Considering the life of project and Equator Principle aims, specific EU bodies will be or become Stakeholders as the project advances. Engagement with specific EU associated groups or bodies will be required, the method of which should be developed alongside the project.

4 STAKEHOLDER ACTIVITY ENGAGEMENT

4.1 Capacity Building

To facilitate meaningful participation of stakeholders as the project develops, activities aimed at education and capacity building will be supported by Eastern Mining. These include:

- Making technical documents accessible to stakeholders to mitigate the perceived risks of potential negative impacts, as well as to manage expectations regarding positive impacts. This includes non-technical summaries of the ESIA and subsequent reports, as well as original documents, should the stakeholder be so inclined. Newsletters and project information sheets have been developed for the project and disseminated across the community. These are updated quarterly or when there is a significant publication or change in the project design or operations;
- Providing visual support alongside written information and explanations, as needed;
- Presenting the project's ESIA results in compliance with national and international best practice disclosure recommendations and legislation;
- Engaging local contractors and universities to undertake the environmental baseline and monitoring, where possible. Technical laboratories and specialist consultants can train Eastern Mining staff and local people to use environmental monitoring equipment, where relevant; and
- Developing a method of participatory monitoring, whereby the local community can observe, learn and participate in the process of baseline data collection. For example, the placement of an air quality monitor at the churchyard in Vares, which is close to the high school in Vares, for students to learn about the process that Eastern Mining are carrying out.

4.2 Consultation during the local permitting process

Public Hearings have been completed as part of the local EIA and permitting requirements, as follows:

- 7th July 2021 Public Hearing, regarding the application for a permit for the construction of a plant and underground exploitation of complex lead, zinc and barite ore with the content of accompanying mineral components in the Rupice-Jurasevac-Brestic deposit, Vares municipality.
- 25th May 2021 Public Hearing, regarding the application of approvals for detailed geological research of complex lead, zinc, barite ore and accompanying mineral components in the expanded exploration areas: - "Borovica - Semizova Ponikva", Vares municipality, - "Droskovac- Brezik", Vares municipality, - "Orti - Seliste- Mekuse- Barice- Smajlova forest - Macak ", Vares municipality. The Public hearing was held in the premises of the Municipality of Vares and was attended by 13 people.
- 18th January 2021 Public Hearing, regarding the application for a permit for surface exploitation and processing of complex lead, zinc and barite one with the content of accompanying mineral components in the exploitation of the field "Veovaca I" and "Veovaca II", Vares municipality. Public Hearing was held in the administrative building in Tisovci in presence of a 12 people and in compliance with social distance measures and the application of all other epidemiological recommendations due to the situation caused by the C-19 pandemic.
- 31st August 2020 Public Hearing for the assessment of the "Environmental Impact Assessment Study for the underground exploitation of complex lead, zinc, barite ore and accompanying mineral components in the Rupice deposit, Vares municipality", held in Borovica. It is important to note that the Public Hearing was held in specific circumstances, outside in the presence of a 46 people and in compliance with social distance measures and the application of all other epidemiological recommendations due to the situation caused by the C-19 pandemic. Many topics were spoken about but most of questions were about protection of property, acceptable impact on the environment and the population.
- 18th September 2019 Public Hearing regarding the environmental permit for the demolition of the Veovaca Plant Site, attendance of 39 persons, Przici; and
- 27th February 2019 Public Hearing regarding the approval of detailed geological exploration. Attended by 17 invited persons, covering representatives from Eastern Mining, Environmental consultants ENOVA, Canton mining of Economy, Municipality council and local community assignees.

4.3 Consultation before and during the ESIA process

Stakeholder consultation is a vital component of the ESIA process and technical studies ([Figure 4.1](#)). Consultation was initiated during the scoping study for the ESIA and has continued throughout the baseline period and once the impact assessment documentation was completed in draft. Key stakeholders were being identified and interviewed as part of this process and engagement with them was and is ongoing.



Figure 4.1 ESIA Process aligned with Technical Studies and BiH Permitting Process

The initial interviews held in November 2019 allowed the social baseline to be initiated whilst introducing the ESIA process to influential members of the community. The meetings conducted are summarised in Table 4.1.

Tabela 4.1 Scoping Study Consultation Meetings	
Name and Position	Discussion topic
Mr. Zdravko Marosevic; Mayor of Vares Municipality	District-level discussions and context about the Project
Mr. Ivan Lovric Bobovac Radio and Newspaper	Understanding of methods of disseminating information, audience reach, perceptions of community.
Mr. Almir Cikmis Tourist Information Centre	Current state of tourism in the region, future and current international cooperative projects to improve tourism.
Mr. Ramiz Zubaca Imam	Social baseline and general understanding of the project area
Fra Leon Pendic Catholic Priest	Social baseline and general understanding of the project area
Mr. Mirnes Hrvat High School Principal	Social baseline and general understanding of the project area – education levels, number of students and progression to future education.
Social Services – Mrs. Nihada Gondzo	Social baseline and general understanding of the project area
Unemployment Centre – Mrs. Jasna Svincicki Operta	Social baseline and general understanding of the project area
Health Centre (Head Nurse and Finance Director) – Mrs. Taiba Brkic (head nurse) and Mr. Adis Cizmo (director)	Social baseline and general understanding of the project area – approximate health statistics and knowledge of formal statistics available.
Tabela 4.1 Scoping Study Consultation Meetings	

<i>Police Station – Mr. Edin Karamustafic (commander)</i>	Social baseline and general understanding of the project area – crime level and general perception of population.
<i>Vares Library – Mrs. Ilijana Gavran Radojevic (director)</i>	Data obtained regarding local history, archaeology and cultural heritage. General social baseline data.
<i>M.Z. Borovica Mr Grga Vukancic, M.Z. Przici Mrs Jasna Mircic, M.Z. Dastansko Mr. Damir Ahmedovic, Community Leaders</i>	Social baseline and general understanding of the project area. Each leader provided an overview of their village / area and the past and current social characteristics as well as their vision for the future.

Second stage consultations were undertaken at the start of the baseline period in February 2020. These consultations allowed identified communities to be studied in greater detail and consultation regarding the implementation of the environmental baseline studies to be included. These consultations are summarised in Table 4.2.

Table 4.2 ESIA Baseline Consultation Meetings	
Name and Position	Discussion topic
<i>Mayor of Vares Municipality Mr. Zdravko Marosevic;</i>	Discussion on environmental monitoring, location of monitoring and required permits.
<i>Vares Library Mrs. Ilijana Gavran Radojevic (director)</i>	Data obtained regarding local history, archaeology and cultural heritage. General social baseline data.
<i>Islamic religious community of Vares Mr. Ramiz Zubaca (Imam)</i>	Discussion on environmental monitoring and placement of monitoring points at Mosque in Dastansko.
<i>Kakanj Municipality communities of Nazbilj, Lipnica and Bastasici Mr. Himzo Kovacevic Community Leader –</i>	Dissemination of Project information, data gathering for social baseline, implementation of the grievance mechanism.
<i>Community Leader – Vares, Semizova Ponikva and Polozac Mr. Izudin Muftic</i>	Discussion on environmental monitoring and placement of monitoring points, implementation of the grievance mechanism and data gathering for social baseline.
<i>Community Leader – Vares Majdan Mr. Midhat Dzafo</i>	Discussion on environmental monitoring and placement of monitoring points, implementation of the grievance mechanism and data gathering for social baseline.
<i>Community Representatives – Brezik Mrs. Janja Mircic and Mr. Ljupko Mircic</i>	Discussion on environmental monitoring and placement of monitoring points, implementation of the grievance mechanism and data gathering for social baseline.
<i>Community Representative – Tisovci Mrs. Jakov Malbasic</i>	Discussion on environmental monitoring and placement of monitoring points, implementation of the grievance mechanism and data gathering for social baseline.
<i>Community Representatives – Visnjici Mrs. Mila Josipovic and Mr. Jozo Josipovic</i>	Implementation of the grievance mechanism and data gathering for social baseline.
<i>Community Representatives – Mllakve Mrs. Jovanka Gavran and Mr. Ivica Gavran</i>	Dissemination of Project Information, implementation of the grievance mechanism and data gathering for social baseline.

<i>Mr. Mirnes Hrvat High School Principal</i>	Discussion on environmental monitoring and placement of monitoring points at High school.
<i>National Museum – Sarajevo Mrs. Andrijana Pravidur and Mr. Mirsad Sijeric (director)</i>	Data gathering for social baseline, consultation regarding archaeology and cultural heritage in Project area.
<i>Federal Institute for Archaeology Mr. Anto Vujnovic</i>	Data gathering for social baseline, consultation regarding archaeology and cultural heritage in Project area.
<i>Community Leader - Javornik Mr. Vinko Gajic</i>	Data gathering for social baseline, implementation of the grievance mechanism.
<i>Community Leader - Pogar Mr. Stjepan Petrovic</i>	Data gathering for social baseline, implementation of the grievance mechanism.
<i>Mother Theresa Foundation Mrs. Gordana Lukic</i>	Information gathering for social baseline, identification of elderly vulnerable groups and the work of the NGO.
<i>Community Leader - Borovica Mr Grga Vukancic</i>	Discussion on environmental monitoring and placement of monitoring points in Borovica, implementation of the grievance mechanism and data gathering for social baseline.

As the baseline phase advanced, stakeholder consultation continued. Additional meetings, focus groups and semi-structured interviews which was carried out included the following:

- Meeting with business owners (Hardware store, bakery, butchery, local cafes, food store, Mlin Hotel owner etc.). The Association of Employers Vares was founded in 2015. On January 12th, 2021, the election assembly of the association was held. During March, cooperation with the representatives of this association was established in order for their representatives to get acquainted with the Project and its activities, as well as with the plans and work of the association itself. In January 2022, the Association initiated a meeting with the company's management to express interest in the participation of local businessmen in the upcoming activities during the construction phase;
- Meeting with school representatives. Meetings were held with representatives of the management of the Elementary School Vares and Vares Majdan. The management was acquainted with the work of the company, and on that occasion, data on the number of students attending these two schools were provided. The trend of the decreasing number of students from year to year is a big problem. What is expressed are the difficulties that the school management faces during the process of online teaching and providing the necessary technology for students, in order for this process to be successfully realized;
- Religious leaders – During the month of January, a meeting was held with representatives of religious communities in Vares. The meeting was attended by representatives of the Islamic Community and the Orthodox Church and subsequently a meeting was held with a representative of the Catholic Church. The reason for the meeting was to acquaint the representatives with the activities of the project and to collect certain socio-economic data. All communities are facing a reduced number of people and thus incomes are reduced. Delivery of leaflets and newsletters to these communities has also been agreed. During March, a meeting was held with the representatives of the local community in Borovica and with a priest from Borovica. He is also acquainted with the current events of the project and future

plans. During his address, it was pointed out that the church in Borovica is celebrating its 100th anniversary in 2022 and that its congregation has reduced drastically. This church used to have 1,500 congregants and now that number is about 50 people;

- Vares Forestry - from the beginning of its activities, the company has achieved excellent cooperation with Vares Forestry and its management has been informed about all Project activities. Also, during March 2020, WAI consultants held a meeting with representatives of this company to gather information from the domains related to the forest fund, its protection and preservation, to get acquainted with the specifics of this area and the way this institution works. They were also informed about the legislation in this area and the competent institutions;
- Hunting Association "Zvijezda" Vares - WAI consultants held meeting with the president of this association during March in order to gather all the necessary information regarding biodiversity. The main reason for the meeting was to gather information from the domains related to the hunting fund, protection and conservation of wildlife, to get acquainted with the specifics of this area and the way the society works. They were also informed about the legislation in this area and the competent institutions.
- Association of Sport Fishermen Vares - The purpose of the meeting was to gather information from the domains related to fish stocks, protection and preservation of fish stocks, to get acquainted with the specifics of this area and the way the association works. They were also informed about the legislation in this area and the competent institutions.

Household surveys have been carried out across the communities of Borovica, Dastansko, Tisovci, Przici, Visnjici, Brezik, Semizova Ponikva, Osredak, Polozac and Pogar, by local companies. These surveys broadly covered the following topics:

- Household demographics;
- Property tenure details (as an optional question, and with explanation about purpose of data collected);
- Education of household members;
- Household finances and expenditure (as optional question);
- Town and household facilities (water supply, power, heating and wood supply);
- Ecosystem services (agricultural activities, grazing livestock, hunting, foraging, fishing, recreational activities – including location, quantity, occurrence etc.);
- Travel and transportation – perception of current services;
- Health – health conditions, access to health care, funding available, transportation; and
- Perception of Vares Project and current engagement.

Additional consultation, in line with IFC PS/EBRD PRs, will include a Public Hearing, presenting the findings of the draft ESIA on conclusion of the Project. This required a non-technical summary which was to be compiled and dispersed to community members a minimum of 60 days (EBRD) prior to the consultation date. The consultation is also advertised for this time period. Following the consultation, the ESIA was finalised, taking into account the views of the community as appropriate.

4.3.1 2022 Action plan for communication with stakeholders

The implementation of all activities is the responsibility of the team for environment and social management, and in case of providing additional explanations, presentations and responding to inquiries from stakeholders, other teams will be involved, in order to achieve full information and transparency.

Activity:	Stakeholder :	Time period and frequency:	Responsibility:	Communication tools:	Feedback/ records:	Record:
1. Project Phase Notices	Stakeholders	No later than 10 days after the official adoption of the Project phase or any of the strategic documents or Work Plans	ES team + department in charge of implementing and obtaining documents or work plans	Notices on bulletin boards, communication with representatives of local communities, through the Committee for Relations with the Local Community, through the company's social media, through the Info Centre, through Radio Bobovac	Inquiries and comments received through social media, e-mail or during meetings	Photo documentation and notices posted on bulletin boards, invitations to meetings, minutes of meetings, press clipping archive
2. Information and communication of stakeholders on the progress of project	Stakeholders under direct influence	At least once before the start of construction work or other project activities. If there is a reasonable need or interest in the team	ES team + department in charge of implementing works or project activities	Presentations, meetings with stakeholders, notices on bulletin boards, through the Public Liaison Committee, interview on Radio Bobovac	Feedback (comments, questions and suggestions) received directly through meetings	Photo documentation and notices posted on bulletin boards, invitations to meetings, minutes of meetings, press clipping archive

3. Information through the Info Centre	Stakeholders	Every working day from Monday to Friday in the period from 08:00 to 16:30	Info Centre Associate	Meetings with all stakeholders, oral communication, but also correspondence via email or social media Info Centre	Inquiries and comments received through social media, e-mail or during meetings	Minutes of meetings, register of visits to the Info Centre, correspondence by e-mail
4. Activities and work of the Public Liaison Committee (PLC)	PLC members	Regular meetings of the Committee are held once every 3 months.	PLC members who are representatives of Eastern Mining	Meetings of the Public Liaison Committee	Inquiries and comments received from the local community, inquiries from Committee members during the session, inquiries via the Committee's official e-mail address	Meetings minutes
5. Visit to households directly affected by the Project	Population belonging to the area directly affected	A new issue of the company's newsletter is published every two months, and then door-to-door visits to households are organized.	ES team	Door-to-door visit - direct communication with residents. Given that this is the majority of the older population 65+, this is the only form of information about the Project	Inquiries and comments received during these visits	Newsletter distribution reports

6. Land acquisition	Owners of land that is of interest for purchase	For each plot of interest, the owner / owners are approached	Legal team responsible for the land acquisition process	Phone calls, communication by e-mail, meetings with owners of plots of interest, field trips to determine the actual facts	Inquiries and comments received during the meeting, mail correspondence	Minutes of meetings, written correspondence by e-mail
7. Communication with vulnerable categories (elderly, sick, women, children)	Vulnerable categories	Meetings every two months with vulnerable groups - when distributing the newsletter and visiting the household, communication with some of the vulnerable groups will be held every two months	ES team	In addition to door-to-door visits for some of the vulnerable groups, small group meetings will be organized. All material used for information purposes will be adapted and easily understood, with the aim of better dissemination of information and communication.	Inquiries and comments received during the meeting	Minutes of meetings, received comments - orally or in writing by phone, text messages or e-mail.
8. Meetings with representatives of local communities	Representatives of local communities affected by the Project	From the beginning of the project activities, a meeting with representatives of local communities is organized on a monthly basis or as needed	ES team	In addition to visits to local communities, meetings are also organized at the company's premises, telephone communication, written correspondence via e-mail or text messages	Inquiries and comments received through meetings	Minutes of meetings, received comments - orally or in writing by phone, text messages or e-mail.

9. Communication with the non-governmental sector	Representatives of various NGOs operating in the municipality of Vares	From the beginning of the project activities, meetings are organized with their representatives on each current topic that is of great importance for the Project, but also for the representatives of these associations	ES team	Meetings - presentations, oral communication, but also correspondence via email or Info Centre	Inquiries and comments received during meetings, by email or through the Info Centre	Minutes of meetings, received comments - orally or in writing by phone, text messages or e-mail, register of visitors to the Info Centre
10. Complaints resolution mechanism - external	Stakeholders	Since the beginning of the project activities, all stakeholders, especially the population from the communities affected by the project, have been introduced to the grievance mechanism	ES team	Meetings, oral communication, by phone, email or Info Centre	Inquiries and comments received during meetings, by email or through the Info Centre	Grievance mechanism register

Table 4.3. 2022 Action plan for communication with stakeholders

4.3.1 Displaying of Information in Public

Key information documents that are developed including non-technical summary of the ESIA, as well as the full report, plus letters, newsletters, NTS, etc., are displayed in public at the following places:

- Vares Information Centre;
- Eastern Mining Website;
- Bobovac Radio website;
- Site office at Veovaca Process Plant Site; and
- With local community representatives.

Community notice boards exist around Vares as well as in surrounding communities. In the communities of Borovica, Przici and Dastansko, Eastern Mining set up new two-sided notice boards in August 2020, on which one side will serve the needs of the local community and the other for Eastern Mining. Also, at the beginning of June 2021, at the request of the residents of Tisovci, a notice board was placed at the entrance to Tisovci. Billboards are used to advertise public hearings, open days, or community development events. Brief Project updates are also posted on these boards, with advice on where to gain further information if required.

Document and reports, such as this SEP, that are too large to display on the notice boards will be made available, in Bosnian, at the Info Centre and will be downloadable from the Eastern Mining website and will be available to or through representatives of local communities.



Photo 4.1.1. Notice Board Borovica



Photo 4.1.2. Notice Board Dastansko



Photo 4.1.3 Notice Board Przici

4.4 ESIA Process Disclosure

4.4.1 Project Information Disclosure

The following project information has been and will continue to be disclosed to communities potentially affected by the project:

- the purpose nature and scale of the project;
- the duration of proposed project activities;
- any risks and potential impacts to the environment, worker health and safety, public health and safety and other social impacts on communities, and proposed mitigation plans;
- the envisaged consultation process, if any, and opportunities and ways in which the public can participate; and
- time/venue of any envisaged public meetings, and the process by which meetings are notified, summarised, and reported.

Aligned with the Feasibility Study⁵, the above project information is summarised in the ESIA and the Non-Technical Summary (NTS). Disclosure of this information has been provided as part of the ESIA disclosure activities.

Ongoing disclosure as the project progress is required, as detailed in this updated SEP. Disclosure of planned activities is required prior to the commencement of any phase of the project (i.e. construction, operation, closure) and when any major changes in infrastructure or activities are planned.

The programme for early site works and associated activities were disclosed to stakeholders ahead of time. Vares Municipal council, cantonal authorities, lenders and equity partners, local and national NGOs and local communities will continuously be informed of these activities, as well as other Project information or changes, through the following means:

- One to one meetings where appropriate;
- Through the public liaison committee;
- Radio Bobovac announcements;
- Newsletter to be distributed to key community residents;
- Notice Board announcements; and

⁵ <https://www.investi.com.au/api/announcements/adt/25968aa7-0cd.pdf>

- Company social media pages.

Disclosure of the following items will be carried out where there are project aspects that could present risks to communities, or when specific community concerns have arisen, not less than annually:

- periodic reports on Environmental and Social Action Plan (ESAP) implementation;
- issues that involve ongoing risk to communities; and
- issues that have arisen due to ongoing consultation or through the grievance mechanism that identify as concerns of the community.

During construction regular disclosure will be required, this is being undertaken monthly, or if any incident arises.

4.4.2 ESIA Disclosure

4.4.2.1 Overview of Disclosure Activities

The final ESIA, Management plans and Non-Technical Summary (NTS) were disclosed in accordance with EBRD requirements. The disclosure period lasted 60 days, during which several activities were carried out to disseminate the results of the ESIA (Table 4.3.). Towards the end of the 60-day period, on 7th December 2021, a public presentation was held to formally present the ESIA, which was also attended by representatives of consulting company WAI, AM/EM ESG Advisor Kate Harcourt and EBRD Representative Freddy Shaoul. The public presentation was attended by residents of the municipalities of Vares, Breza and Visoko, including representatives of the non-governmental sector for environmental protection.

During the disclosure period, the final ESIA, Management Plans, NTS and ESAP were available in Bosnian and English at several locations, both online and in hard copy (See Table 4.3.). A social media campaign was also implemented covering different environmental topics and the planned operation and management of the Vares Project.

The disclosure activities considered the needs of identified vulnerable persons, to ensure they were included in the consultation. Several measures were put in place to ensure the process was inclusive including household visits, follow up phone calls and the provision of transportation from rural communities to key disclosure events in Vares town. During the disclosure period a presentation to the Public Liaison Committee (PLC) was conducted. This ESIA and associated Management Plans have now been finalised for publication, with inputs from the consultation taken into consideration. The final ESIA, Management plans and ESAP will continue to be available from the same locations during the life of the project.

Table 4.4.: ESIA Disclosure Activities	
Activity	Description
Publication of Final ESIA and Non-Technical Summary	<p>Published in English and Bosnian online at following locations:</p> <ul style="list-style-type: none"> • EBRD website; • Adriatic Metals website; • Eastern Mining website; • Radio Bobovac website. <p>Further, the NTS was provided in hard copy to all PLC members, municipal council members, and to residents of key and close by communities: Borovica, Semizova Ponikva, Pogar, Polozac, Osredak, Przici, Tisovci, Dastansko, Visnjici, Mir and Bijelo Borje.</p> <p>The publication of the Draft ESIA was advertised through various means including on Radio Bobovac, through information leaflets delivered door-to-door in key communities, at the PLC, on community notice boards, on social media, and through phone calls to community leaders and vulnerable members of key communities.</p>
Radio Bobovac Interviews	Several broadcast radio interviews were held with Eastern Mining environmental and social team to discuss the ESIA findings. Local people were invited to call or write questions that were answered during live sessions.
Face to face meetings	<p>Meetings were held to discuss the findings of the ESIA. These meetings included:</p> <ul style="list-style-type: none"> • Municipal Authorities (Municipal Council Vares); • Key community members to be impacted by the Project (Residential receptors on haul route and close to Vares Processing Plant).
Focus groups	<p>During the 60-day ESIA disclosure period, focus group meetings were held as follows:</p> <ul style="list-style-type: none"> - 29.10.2021. - The 7th session of the Public Liaison Committee, which focused on the presentation of the Environmental and Social Impact Assessment (ESIA) - 9.11.2021. - a meeting of representatives of the company Eastern Mining d.o.o. was held with the presidents of the local communities affected by the Project: Dragovici, Borovica, Przici, Vares Majdan, Mir, Pogar and Vares with the aim of presenting the Environmental and Social Impact Assessment (ESIA) - 17.11.2021. - Meeting with Focus Group I, i.e. presentation of the Environmental and Social Impact Assessment (ESIA) study for representatives of the Association "Pollen" Vares, Hunting Association "Zvijezda" Vares, Association of Sport Fishermen Vares and Sumaria Vares - 23.12.2021. - Meeting with Focus Group II, i.e. presentation of the study Environmental and Social Impact Assessment (ESIA) for the representatives of the Association "Guardians of the Bosnian Crown Bobovac", General Library Vares and Tourist info Vares - 1.12.2021. - Meeting with Focus Group III, i.e. presentation of the study Environmental and Social Impact Assessment (ESIA) for representatives of religious communities in the municipality of Vares. - 7.12.2021. - A public presentation of the Environmental and Social Impact

	Assessment (ESIA) study was held by representatives of Eastern Mining d.o.o. for all interested parties of the municipality of Vares and neighboring municipalities.
Social Media Campaign	<p>Company social media channels (Facebook, Instagram, LinkedIn) were used to notify the community of the publication of the Draft ESIA and the NTS. Additional consultation events were advertised through social media and stakeholders were encouraged to attend and provide feedback.</p> <p>A pre-recorded interview with Kate Harcourt, an environmental expert was prepared and published on social media.</p>
Open House Public Hearing	<p>Undertaken on 7th December 2021 from 14:00 – 18:00 at Vareš Town Hall. Copies of the NTS were made available, Adriatic Management and environmental and social staff members and specialists were available for Q&A.</p> <p>The event was advertised on Radio Bobovac, community notice boards, through newsletters, in the NTS and on social media. Transport was arranged for all key communities' members.</p> <p>Further detail on the results of this event, and other disclosure events, is provided below.</p>
Presentation to Federal Government Institutions	A separate event occurred in Sarajevo on 8 th December 2021 for federal government institutes and agencies. This was an invitation only event where the results of the ESIA were presented and an opportunity given for questions to be raised.
Newsletters and Door to Door visits	For identified vulnerable households across the key communities, door to door consultations were carried out to present the NTS. A follow up visit or phone call, as appropriate, was undertaken if required to take or answer any questions or concerns from the household or individual.
ESIA Presentation	The findings of the ESIA were presented to the PLC on the 29 th October 2021.
ESIA Feedback	<p>An online feedback form has been established and is available at https://www.adriaticmetals.com/sustainability/ESIA. This form was advertised as part of the social media campaign. Comments were collected through all disclosure activities and a record of feedback was maintained.</p> <p>All feedback has been integrated into this final ESIA, where appropriate. The final ESIA will be available publicly for the duration of the Project in the same places as the draft ESIA (see above).</p>

4.4.3 Record Keeping and Monitoring

Stakeholder engagement activities will be periodically evaluated by Eastern Mining's senior management. The following indicators should be used for evaluation:

- Level of understanding of the project by stakeholders;
- Annual grievances received and annual success rate of implementation and resolution of complaints; and
- Level of involvement of Affected People in committees.

To measure these indicators, the following data will be used:

- Issues and management responses linked to minutes of meetings;
- Monthly reports from Vares Information Centre;
- Feedback from primary stakeholder groups (through interviews with sample of affected people);
- Issues raised at the Public Liaison Committee;
- Grievance register; and
- Commitments register.

During the disclosure period, the following aspects were recorded:

- Attendance registers and minutes from all meetings, including the PLC, focus groups and one- to-one meetings;
- Transcripts of radio broadcasts;
- Open House attendance registers and meeting notes;
- All queries from stakeholders and responses provided, across all activities;
- Report on newsletter distribution;
- Social media and website traffic/download statistics.

A disclosure report has been compiled covering each of the aforementioned aspects. This report is available as Appendix 4.

4.5 Vares Information Centre

The Vares Information Centre (Photo 4.2), located on the main street of Vares was opened in 2019. The centre is open from 08:00 until 16:30 Monday to Friday and it is closed on weekends and Public Holidays. There is one member of staff, who works full time. The centre is managed by Executive Director, Adnan Teletovic.

The aim of the Information Centre is to continue developing a two-way cooperative relationship with the community, to satisfy their requirements in terms of information dissemination and to collect comments and feedback on the Project and current activities. This is monitored through the recording of all stakeholders visiting the centre. Should a community member ask a question where the team are unsure of the answer, then the query will be passed to senior management to respond. The Information Centre also operates a formal complaints procedure, should a member of the public come in with a complaint this is recorded in a dedicated form and passed to the appropriate to senior management.

A report is prepared monthly by the Information Centre, providing a summary to company senior management and directors. This covers total number of visitors and queries, the most common questions and discussion, any outstanding issues and an overview of social media presence and outreach during that period. The primary queries brought up by visitors to the Information Centre include:

- Employment opportunities;
- Accommodation offer for workers;
- Company sponsorship of local events / teams; and
- General enquires regarding status and activities of Project.



Photo 4.2 Eastern Mining Information Centre, Vares

The Information Centre administers a formal grievance mechanism, discussed in Chapter 5 of this SEP, as well as the formal register of stakeholders engaging at the centre and a record of all donations, requests and sponsorship carried out by the company. All Project related documentation such as the Scoping Study, Environmental Assessment for local permitting procedures, international ESIA and management plans, NTS And ESAP plus, non-technical summaries of all technical aspects and the permitting register will be available on request. Any interested party can submit their request through the Information Centre. Having this information to hand will assist the Eastern Mining employees in ensuring all responses to queries are consistent and accurate.

Should anyone wish to pass a query on to senior management, a contact form can be filled in. This form allows the stakeholder to state their concern or query, providing formal written documentation. This is passed on as appropriate and stored electronically in line with GDPR requirements.

The Information Centre is an invaluable resource for Eastern Mining and has thus far been effective and efficient in engaging with community members. This will need to continue throughout the life of the Project.

4.6 Community Investment Initiatives

Adriatic Metals and Eastern Mining will follow a two-tier approach to its Corporate Social Responsibility (“CSR”). A charitable foundation is funded by Adriatic Metals but has a charter and trustees that are independent of the Company. Initially the “Adriatic Foundation” is funded directly by the Company. When processing operations start, a percentage of profits will be granted to the Foundation each year. The potential to gift shares into the foundation is also being considered. The Adriatic Foundation also holds 250.000 shares in Adriatic Metals PLC, which is ASX and LSE listed (ASX:ADT, LSE:ADT1). Five trustees are elected (three from Vares, one from Kakanj and one single trustee from Eastern Mining) and an independent Director of the foundation are appointed to administer the Foundation. The nominated trustee from Eastern Mining is the Head of Sustainability. The foundation’s charter clearly emphasises its requirement to support long-term social investment in the areas of education, health, and the environment. The Adriatic Foundation is designed for the long-term well-being and support of the communities in which the company operates. Eastern Mining will continue its sponsorship practice in the coming period, and all other donations will be considered and processed through the Adriatic Foundation.

In accordance with the goal of supporting projects in the field of education, the Adriatic Foundation on 2 November 2021 announced a competition for scholarships for pupils and students from the municipalities of Vares, Breza and Kakanj. The competition lasted 15 days and the Foundation received 46 applications. At the extraordinary session, held on November 30, 2021, the Board of Trustees formed a list of 25 scholarship holders of the Adriatic Foundation. In addition, the Foundation received an amount for two more scholarships from associates of Adriatic Metals and the Adriatic Foundation, and the total number of scholarships awarded to high school and university students is 29 as follows:

- Municipality of Vares high school students - 15
- Municipality of Breza high school students - 5
- Municipality of Kakanj high school students - 6
- college students - 3 (one student from each municipality).

On 23 December 2021 the signing of the scholarship agreement with the scholars and their parents was organized as the final step in the process of awarding scholarships to the Adriatic Foundation.

The Company will continue to make localised, and potentially short-term community investment initiatives, some of which have already taken place. This funding is accompanied by criteria and guidelines for Corporate Social Responsibility (CSR) activities which can be supported by Eastern Mining. A procedure for the administration of CSR funding to ensure that it is transparent and fully documented has been developed under the supervision of the General Manager and Head of Sustainability. This includes the responsibilities and accountabilities for staff members at the Information Centre as well as a mechanism for reviewing or monitoring the success of the initiatives supported (including number of beneficiaries, duration of benefit, category of support etc) and is available to the public at the Info Centre.

Eastern Mining has developed a Living history project that includes interviews with those who worked in Vares mines or related industry or who remember life in that period, preserving the heritage and establishing a valuable source of data on the mining past in the area. A graphic “Time-Line” charting the development of Vares as a mining community over the ages is on display in the Company’s offices. The time line was unveiled at the PLC meeting in October 2020 during the group’s visit to the company.

4.7 Media Outlets

Radio Bobovac has been operating for 24 years in Vares and is extremely popular, with approximately 80% of municipality residents engaging with the station. It operates 8 hours per day of live broadcasting, from 08:00 to 16:00, with pre-recorded shows played for the remaining 16 hours.

Eastern Mining staff have a good relationship with Radio Bobovac, who report on all new developments at the Project, as well as attending and reporting on public hearings. There is an associated monthly newspaper that also summarises and reports on all news within the local area.

Community members follow the information published by Radio Bobovac, which is related to the Project, and it is important to point out that those who live abroad or those who have left this area follow and receive information related to the Project.

Additional media outlets exist, predominantly through social media. The Vares library regularly posts images and historic newspaper articles related to mining and the iron foundry. These posts gain much attention within the community and this could be an additional information dissemination point.

In addition, each new issue of the newsletter is regularly delivered to the Vares Library and it is stored in the library archives and is available to all members and readers.

4.8 Public Liaison Committee

A Public Liaison Committee (PLC) has been established for the Vares Project. The committee includes a range of volunteer members representative of all sectors of the community, including directly affected communities’ representatives, most importantly Vares institution representatives, such as the police station, health centre, Vares library, forestry authority, Tourist info centre, JKP Vares (municipal services provider), NGO representatives, Kakanj municipality representative, Public Company VODOKOM d.o.o. Kakanj representative, business owners and municipality government. From June 2021, a member from Breza, representing the public utility company from Breza, joined the Public Liaison Committee. When choosing those members, care was taken to include younger and older people, women, all national, ethnic and religious groups and different professional orientations. An independent chair of the committee and a deputy chair have been elected. In total there are 30 members of the PLC and at its inaugural meeting their suggestions to amend the charter of the

committee were accepted, including the payment of reasonable travel costs for those attending each session. The PLC meets once every three months.

This provides an invaluable tool for Eastern Mining to be able to disseminate information and to obtain feedback from the wider community who may not otherwise have the opportunity or willingness to engage.

The main purpose of the PLC is the promotion of understanding by the local communities of key issues across the life of the mine, and thereby preventing or resolving any potential issues as they arise. The group has been given the following responsibilities:

- Advising the Company on the issues and interests of local communities;
- Identifying and informing potential interests and needs of the local residents with regard to the activities of the company;
- Attending regular meetings in the course of a year;
- Preparing for meetings by being familiarised with Eastern Mining documents;
- Attending topic-specific workshops or seminars around key issues, including explanations of technical processes;
- Attending ESIA workshops covering the international ESIA process and local EIA permitting process, findings of the baseline study and predicted impacts, highlighting areas for involvement in monitoring;
- Distributing key information related to the PLC meetings to as many community members as possible; and
- Acting as a third-party consultee in the formal Grievance Mechanism.

Since the establishment of the PLC, seven sessions have been held, as follows:

- 24.02.2022. - 8th session of the Public Liaison Committee was held in the hall of the Municipality of Vares. The main topics were construction works at Rupice and employment procedure. Beside that, current and implemented activities are presented as well as 2021 overview. The eight session was planned for the end of January, but due to epidemiological situation it has to be delayed.
- 29.10.2021. - 7th session of the Public Liaison Committee was held in the hall of the Municipality of Vares. In addition to current information on implemented and planned activities, a presentation of the Environmental and Social Impact Assessment (ESIA) was held at the session.
- 29.07.2021. - 6th session of the Public Liaison Committee was held in the hall of the House of the Local Community of Borovica. In addition to the usual topics and agenda, the route of the road Rupice - Tisovci was presented at the session, and a visit to the Rupice site was organized so that the members of the Committee could see on the spot how the drilling process is going,
- 28.04.2021. - 5th session of the Public Liaison Committee was held in the hall of the

municipality of Vares. In addition to the presentation of the company activities, the project of the new route Rupice-Tisovci was presented as well as the initiative of the new educational course in Vares High school - miner in underground exploitation.

- 28.01.2021. - 4th session of the Public Liaison Committee was held in the great hall of the municipality of Vares. The topic around which the members of the committee showed the most interest is the establishment and work of the Adriatic Foundation and the establishment of a new direction in "MSS NORDBAT 2" Vares,
- 1.10.2020. - 3rd session of the Public Liaison Committee, which is characterized by presentations by representatives of Eastern Mining on the activities and work of the company so far in the Vares municipality and numerous questions from representatives of the local community,
- 15.7.2020. - 2nd telephone session at which, due to the pandemic and the situation caused by C-19, a telephone vote was held on the adoption of the Draft Rules of Procedure and Minutes from the first session of the Public Liaison Committee,
- 9.6.2020. - 1st founding and constitutional session at which the Draft Rules of Procedure of the Public Liaison Committee and the Code of Conduct for the Members of the Public Liaison Committee were adopted.

4.9 Documentation and Issues Management

Documenting the stakeholder engagement process, activities and results is crucial for managing risk and ensuring transparency. The Information Centre in Vares has successfully started this process and records all stakeholders visiting the centre including name, age, place of residence, gender, current occupation and reason for visit. If necessary additional information is taken regarding education level, qualification, previous experience. CVs are also collected and held on file for consideration by the project's HR department.

As the project progresses the number of enquiries is likely to increase. Therefore, the methodology for documentation should be robust and simple, developed based on the current progress. Processes and procedures should be documented to be able to demonstrate how stakeholder engagement was organised and implemented. Documentation also allows outside observers, such as foreign investors or international organisations, to understand what information was provided, and how and what topics were raised during stakeholder engagement activities.

The key deliverable of public consultation during the ESIA process was a detailed report of the disclosure process, including a log and a record of all stakeholder comments, issues and suggestions, in the form of an Issues and Response Report. This report will serve as an ongoing record of stakeholder issues raised throughout the process

4.10 Current and Future Stakeholder Engagement

Stakeholder Engagement, in addition to that described above occurs regularly between Eastern

Mining staff and all levels of Stakeholders. Eastern Mining management have now begun meeting with the Vares Municipality Council on a regular basis. Additional forms of stakeholder consultation that are carried out by Eastern Mining includes the following:

- Project leaflet dissemination across all closest communities;
- Home visits, particularly to those residents who are more isolated and do not visit Vares on a regular basis. This will provide a method of information dissemination and dialogue to some identified vulnerable groups;
- Information through notice boards in local communities affected by the Project, where updated information about the Project is regularly posted; and
- Updates of all activities via Radio Bobovac.

Eastern Mining is committed to continue supporting stakeholder engagement activities throughout the project cycle, including after closure. This SEP will therefore be updated and developed, and culturally appropriate methods to maintain a two-way dialogue with those affected, both positively and negatively, will continue to be developed by Eastern Mining. The aim will be to ensure that the project remains in contact with all interested parties and addresses their concerns in an effective and timely manner.

4.11 Key Stakeholder Issues

Table 4.4. summarises the most common stakeholder concerns and issues raised in engagement to date.

Table 4.5. Community Concerns to Date		
Aspect	Concern	Undertaken activities
Health	Perceived that previous mining operations resulted in increased cases of cancer and respiratory problems, as well as leading to the death of livestock. Particularly of concern in Dastansko and Przici.	<p>In response to local health concerns, Adriatic Metals / Eastern Mining commissioned a health impact assessment by a licensed company.</p> <p>There is currently one health centre in Vares. It is expected that the Project will significantly increase the number of inhabitants in Vares, and there is a risk that the Health Centre could be overloaded due to that. Adriatic Metals / Eastern Mining is currently in the process of planning the establishment of a new health centre in Vares, and is in agreement with a private health care provider. It is intended that all employees have private health insurance, as well as their spouse / partner and those who depend on them. The clinic will be upgraded to an existing facility in Vares, and all services will be available to the community as needed. Also, the Community Health and Safety Management Plan defines potential risks and mitigation measures and recommendations that the company should follow during the Project.</p>

<p>Employment</p>	<p>Community members are very hopeful regarding the Project, many are expressing a great desire to work at the mine. Many questioned employment and training opportunities given the scope of the new Project and how they could apply for roles created. This process will need to be managed by a local employment strategy. Stakeholders also expressed their desire for local procurement to be prioritised.</p>	<p>By applying the employment strategy, the company has defined that: a) The Municipality of Vares and the surrounding area will be a resource for the majority of the workforce; b) Involvement and partnership with local businesses whenever possible to help expand the local economy;</p> <p>c) Building a development strategy that addresses the lack of job creation skills, working with the local high school to open a new educational course for students and finally securing employment for students who complete this educational course</p> <p>d) Providing opportunities for retraining for adults, thus providing employment opportunities.</p> <p>The development of the Vares Project will result, and has already resulted, in employment opportunities during the period of development, construction, operation and closure. While the construction and transport works will be carried out by contractors, Adriatic Metals has committed itself to ensuring that these contractors are local and employ a large part of the local population. Several indirect economic opportunities for local companies and contractors are likely to emerge in favor of the mine. Adriatic Metals / Eastern Mining also undertakes to give priority to local entrepreneurs, and procedures have been established to assist local developing companies to meet the needs of the Project.</p>
<p>Environmental</p>	<p>Due to previous contamination there was a concern that the same could happen again regarding water courses, air quality and biodiversity. Concern over water usage by project operations and maintenance of the natural flow.</p> <p>During demolition there were concerns from community members regarding the dust, noise and public health and safety issues associated predominantly with truck movements. These concerns were dealt with and mitigation implemented.</p>	<p>From May 2020 to the end of May 2021, baseline monitoring of environmental parameters has been established in order to obtain data on the overall state of the environment and it will be continued through all phases of the Project in order to monitor the state of the environment. The environmental team worked with leading engineering consultants, Wardell Armstrong and Ausenco, as well as the best licensed companies in the state, to ensure that the FS complied with ESIA requirements.</p>

5 GRIEVANCE MECHANISM

The purpose of the grievance mechanism is to demonstrate responsiveness to stakeholder complaints and ensure stakeholder engagement throughout the Project. All stakeholders are encouraged to submit written grievances to Eastern Mining's management team and should be reassured that submissions will not be used in any way to intimidate those submitting the complaints. The grievance

mechanism is resolved quickly and efficiently in a transparent manner that is culturally acceptable without manipulation, interference, coercion, intimidation, and retaliation⁶.

All interested parties can get a copy in the Information Centre, or at the office at Tisovci, through representatives of local communities and on the company's website. From January 2021, the introduction of anonymous submission of grievances is in process. Mailboxes are available for complaints in communities where the project has a direct impact, in places where notice boards are placed. Available mailboxes are checked once a month. The procedure outlined below is used to ensure the grievance mechanism is in line with international best practice requirements.

Any questions or suggestions about the works and activities performed by Adriatic Metals / Eastern Mining should be sent by e-mail: infocentar@adriaticmetals.com.

5.1 Definition

A grievance is a concern or complaint raised by an individual or group affected by Eastern Mining's activities. Both concerns and complaints can result from either real or perceived impacts of a company's activities and may be filed in the same manner and handled with the same procedure. The grievance procedure should be used by everyone without concern or fear of retribution. According to the UN Guiding Principles on Business and Human Rights, the company's grievance mechanism has been developed in a way that is accessible, predictable, fair, transparent and based on inclusion and dialogue⁷.

A grievance is not:

- A question, suggestion or general comment on the company or project; and/or
- An appeal or request for assistance.

These forms of feedback are also relevant to Eastern Mining and are currently being recorded at the Information Centre, but they should not be officially listed as grievances.

The grievance mechanism process currently in place for Eastern Mining is presented in [Figure 5.1](#). The process has multiple stages and levels of review as the grievance progresses. Nominally, this covers the following aspects:

- receiving and recording the grievance;
- inspection and investigation;
- response; and
- an appeal process.

⁶ EBRD Performance Requirement 10: Information Disclosure and of information and Stakeholder Engagement

⁷ UN Guiding Principles on Business and Human Rights

A grievance form (Figure 5.2) has been developed, requiring the following information:

- *Name;
- *Contact Details;
- *Age;
- *Gender;
- Title of Grievance;
- Location;
- Date and time of incident;
- Description;
- *Signature or stakeholder;
- Signature of Eastern Mining receiving employee; and
- Date logged.

If stakeholders choose to submit an anonymous complaint, the items marked with an asterisk will not be filled in.

A grievance logbook is established and only one grievance, linked to the work of contractors carrying out snow clearing, has been recorded as of May 2020. In the coming period, the complaint mechanism will be available on the company's website.

A record of complaints has been established and from May 2020 until today, four complaints have been received, one related to the work of subcontractors who performed snow removal, and the other complaint is related to the passage of the road route through the Semizova Ponikva site. The grievance mechanism is also available on the company's website. Three grievances were resolved to the satisfaction of the grievant and fourth is in the process of resolving.

The grievance mechanism has now been rolled out across all closest communities through in person meetings and telephone calls, due to the C-19 restrictions. Community leaders have distributed information regarding the grievance mechanism and during household surveys, the implementation of the mechanism is checked and tested with community members. During the first session of the Public Liaison Committee, the members were also introduced to the grievance mechanism and copies of it were handed to them. The proposal is that if an anonymous complaint is filled, the answer to it will be submitted on the notice board of the local community where the complaint was filed and also, the representative of the local community will be informed. If the complaint is filed in another way (Info centre), the answer will be forwarded through other Eastern Mining's social channels, social media or newsletters.



Grievance Mechanism Process

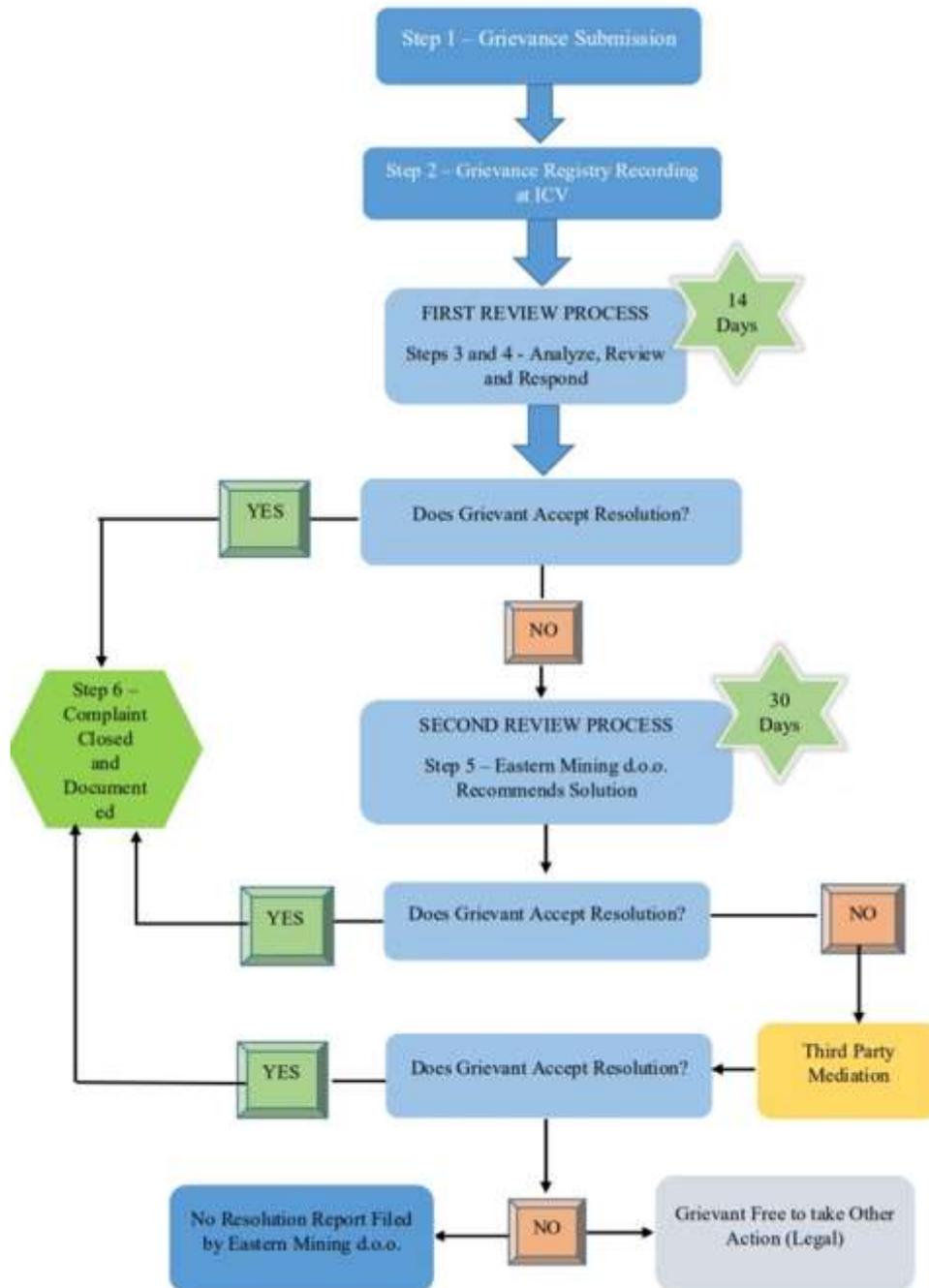


Figure 5.1 Grievance Mechanism Process



Complaint form

If you want your complaint to be anonymous, please leave the fields marked with an asterisk empty.

* *
* *
*

DETAILS OF COMPLAINT / INCIDENT

STATEMENT/BRIEF DESCRIPTION

If insufficient space please write on separate sheet, sign, date and attach to this form.

*

Figure 5.2 Eastern Mining Grievance Form

6 MONITORING AND EVALUATION

Stakeholder engagement activities will be periodically evaluated by Eastern Mining's senior management. The following indicators should be used for evaluation:

- Level of understanding of the project by stakeholders;
- Annual grievances received and annual success rate of implementation and resolution of complaints; and
- Level of involvement of Affected People in committees.

To measure these indicators, the following data will be used:

- Issues and management responses linked to minutes of meetings;
- Monthly reports from Information Centre;
- Feedback from primary stakeholder groups (through interviews with sample of affected people);
- Issues raised at the Public Liaison Committee;
- Grievance register; and
- Commitments register.

These evaluation reports will be presented to Adriatic Metals management and a summary of results provided for the Annual Report. A regular evaluation should be conducted by an independent consultant using a perception survey, which uses the same set of questions over time to achieve continuity. Analysis of the survey will be presented to the management team. The first survey should be conducted before major construction work to provide a baseline for community perceptions.

The Environmental and Social Impact Assessment (ESIA) has been completed as described above in Section 4.4. Various management plans have also been developed which, in addition to potential impacts, define measures to mitigate or manage them. The environmental team worked closely with leading engineering consultants, WAI and Ausenco, to ensure that the feasibility study complied with ESIA requirements. This alignment and awareness of the findings of the ESIA is expected to continue through Front End Engineering Design (FEED) and any other design changes that occur during project development. The ESIA has been developed in accordance with the requirements of the EBRD Performance Requirements, IFC Performance Standards and the Equator Principles.

7 REPORTING

The Coordinator for Social Management defines, manages and coordinates all activities defined by the Stakeholder Engagement Plan, including:

- Public Outreach activities (letters, meetings with stakeholders, newsletters, appearance on

- Radio Bobovac, meetings with municipality council);
- Progress on any CSR, community development or community collaboration projects;
- Resolving complaints received, according to the procedure set out in the Grievance mechanism;
- ‘Living history’⁸ project interviews and cooperation with Vares library, high school and Tourist info centre on establishment of previous and current history data;
- PLC information and activities;
- Plans for proceeding month and progress of long-term plans; and
- Other relevant information and activities.

Monthly reporting is currently being undertaken at the Vares Information Centre focused on visitors to the centre and social media statistics. This reporting includes:

- Activities conducted during each month;
- Entries to the grievance register;
- New stakeholder groups (where relevant); and
- Social media statistics from Eastern Mining official Facebook page and Radio Bobovac Facebook page (including media statistics on followers from diaspora).

The management team will use these Information Centre reports to complete the annual report on Environmental and Social Management.

8 STAFFING

One member of staff is engaged at the Vares Information Centre, working full time and managed by Executive Director, Adnan Teletovic with roles broadly covering the following:

- Engage and create a presence within the Vares community;
- Develop and maintain functional relationships with key stakeholders;
- Engage with the larger community: organize public events and meetings, disseminate public information; and
- Collect feedback from community members (concerns, issues, questions), register them and convey to senior managers.

An environmental and social team has now been established by Eastern Mining, operating from the site office in Tisovci. The team comprises of Head of Sustainability, Vildana Mahmutovic, whose responsibilities include management of the overall international impact assessment, local permitting

⁸ A project to record the oral histories of local people who lived and worked in the area when the mines and foundry were active. The recordings and information will be shared with Radio Bobovac, Vares library, high school and the Tourist Information centre. Interviews are also published in the Eastern Mining Newsletter.

procedure and the social and community engagement and Aida Ahmedovic, Coordinator for Social Management. Five members of the team provide support of the work of the Environmental and Social Manager, and it is planned to hire a new employee for the position of Local Community Relations Associate, according to the identified needs in the coming period.

APPENDIX 1
STAKEHOLDER MAPPING

Appendix 1 – Stakeholder Mapping for the Vares Project

Category	Stakeholder
Government (National)	<p>Tripartite</p> <p>Presidency Sefik Dzaferovic Zeljko Komsic Milorad Dodik</p> <p>Ministries Ministry of Foreign Affairs Ministry of Security Ministry of Defence Ministry of Finance and Treasury Ministry of Justice Ministry of Foreign Trade and Economic Relations Ministry of Communications and Transport Ministry of Human Rights and Refugees Ministry of Civil Affairs Chairman of Council of Ministers Prof. Denis Zvizdic, Ph.D. Economic Committee Internal Policy Committee Directorate for European Integration</p>
Government (Federation of Bosnia and Herzegovina)	<p>Prime Minister Fadil Novalic Deputy PM – Finance, Jelka Milicevic Deputy PM – Work and Social Welfare, Vesko Drljaca</p> <p>Ministers Minister Energy, Mining and Industry Minister Agriculture, Aquaculture and Forestry Minister Traffic and Communication Minister Planning Minister Trade Minister Internal Affairs Minister Development, Entrepreneurship and Craft Minister Justice Minister Healthcare Minister Veterans Minister Displaced Persons and Refugees Minister Environment and Tourism Minister Education and Science Minister Culture and Sports <i>Jurisdiction over healthcare, education, agriculture, culture, veteran issues, labour, policing and internal affairs.</i></p>

<p>Government (Canton - Zenica-Doboj)</p>	<p><i>Canton Prime Minister</i> Mirnes Basic</p> <p><i>Cantonal Ministries</i> Ministry of Finance Ministry of Economy Ministry of Justice and Administration Ministry of Agriculture, Forestry and Water Management Ministry of the Interior Ministry of Education, Science, Culture and Sports Ministry of Physical Planning, Transport and Communications and Environmental Protection Ministry of Health Ministry of Veteran Affairs Ministry of Labor, Social Policy and Refugees</p> <p><i>Governing Bodies</i> Cantonal Inspection Authority Cantonal Civil Protection Administration Cantonal Forestry Administration Joint Affairs Service Legislation Secretariat Professional Development and International Projects Service Cantonal Directorate of Commodity Reserves Cantonal Roads Directorate Cantonal Legal Aid Office Cantonal Institute for Urbanism and Physical Planning Veterinary Institute Pedagogical Institute</p>
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<p>Government (Municipality)</p>	<p><i>Elected Mayor</i> Zdravko Marosevic</p> <p>Community Leaders for the 23 Community Centres (below)</p> <p><i>Commissions</i> Statutory Issues and Regulation Commission Commission for the Protection of Human Rights and Freedoms, Petitions, Complaints, Proposals and Gender Equality Youth Affairs Commission Ethics Committee Commission for Economy, Finance Budget Commission for Reconstruction and Capital Investments Administrative Commission</p> <p>https://www.vares.info/</p>
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<p>Vares Community Centres</p>	<table border="0"> <tr> <td>Borovica</td> <td>Vijaka</td> </tr> <tr> <td>Przici</td> <td>Kokoscici</td> </tr> <tr> <td>Brgule</td> <td>Ligatici</td> </tr> <tr> <td>Ravne</td> <td>Budozelje</td> </tr> <tr> <td>Strica-Zarude</td> <td>Dabravine</td> </tr> <tr> <td>Strijezevo</td> <td>Javornik</td> </tr> <tr> <td>Stupni Do</td> <td>Kadarici</td> </tr> <tr> <td>Dastansko</td> <td>Vares</td> </tr> <tr> <td>Mir</td> <td>Vares Majdan</td> </tr> <tr> <td>Neprivaj</td> <td>Bastasici</td> </tr> <tr> <td>Ocevija</td> <td>Vukanovici</td> </tr> <tr> <td>Pogar</td> <td></td> </tr> </table>	Borovica	Vijaka	Przici	Kokoscici	Brgule	Ligatici	Ravne	Budozelje	Strica-Zarude	Dabravine	Strijezevo	Javornik	Stupni Do	Kadarici	Dastansko	Vares	Mir	Vares Majdan	Neprivaj	Bastasici	Ocevija	Vukanovici	Pogar	
Borovica	Vijaka																								
Przici	Kokoscici																								
Brgule	Ligatici																								
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Dastansko	Vares																								
Mir	Vares Majdan																								
Neprivaj	Bastasici																								
Ocevija	Vukanovici																								
Pogar																									
<p>Key Communities (direct impact)</p>	<table border="0"> <tr> <td>Vares</td> <td>Przici</td> </tr> <tr> <td>Osredak</td> <td>Vares Majdan</td> </tr> <tr> <td>Semizova Ponikva</td> <td>Tisovci</td> </tr> <tr> <td>Borovica Donja</td> <td>Przici</td> </tr> <tr> <td>Osredak</td> <td>Dastansko</td> </tr> <tr> <td>Semizova Ponikva</td> <td>Visnjici</td> </tr> <tr> <td>Polozac</td> <td>Tisovci</td> </tr> <tr> <td>Visnjici</td> <td>Polozac</td> </tr> <tr> <td>Tisovci</td> <td>Mlakve</td> </tr> <tr> <td>Brezik</td> <td>Borovica Gornja</td> </tr> </table>	Vares	Przici	Osredak	Vares Majdan	Semizova Ponikva	Tisovci	Borovica Donja	Przici	Osredak	Dastansko	Semizova Ponikva	Visnjici	Polozac	Tisovci	Visnjici	Polozac	Tisovci	Mlakve	Brezik	Borovica Gornja				
Vares	Przici																								
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Brezik	Borovica Gornja																								

<p>Secondary Communities (some direct, predominantly indirect impact)</p>	<p>Ljepovici Sjenokos Pogar Javornik Osoje</p>	<p>Bastasici Lipnica Stupni Do Bijelo Borje Diknjici</p>
<p>Wider Communities (Indirect impact) – residents have visited the Vares Information Centre</p>	<p>Sarajevo Vogosca Ilijas Podlugovi Breza Slivno Dabravine Budozelje Strijezevo Radonjici Poljani Kakanj Ticici Janjici Zenica Arnauti</p>	<p>Nazbilj Dragovici Bobovac Tuzla Omazici Banovici Rijeka Ligatici Miznovici Naseoci Ocevija Donja Ocevija Gornja Zvijezda Strica-Zarude Brgule</p>
<p>Landowners</p>	<p>Landowners across the Rupice concession area (Separate process under Vares Information Centre)</p> <p>Land and property owners who currently do not permanently reside in the Project area.</p>	
<p>Non-governmental organisations (national and international)</p>	<p>Regional Environmental Centre (BiH) (http://www.rec.org/office.php?id=5)</p> <p>Friends of the Earth Europe, Regional Environmental Centre for Central and Eastern Europe (REC), Centre for environmentally Sustainable development (https://www.foeeurope.org/bosnia-herzegovina)</p> <p>Forestry and Environmental Action (https://www.feasee.org/) Bankwatch Network (https://bankwatch.org/about)</p> <p>Via Dinarica Trail (https://viadinarica.com/index.php/en/) Centre for Environment BiH</p> <p>Save the Blue Heart of Europe (https://www.balkanrivers.net/) WWF Adria (https://www.panda.org/wwf_offices/wwf_adria.cfm) University of Zenica, University of Sarajevo and University of Tuzla.</p>	

	<p>Transboundary River Systems: Sava River Watershed Agency, Agency for the Maintenance of the Danube River, International Sava River Basin Commission</p> <p>Sarajevo offices of World Bank, IFC and EBRD</p> <p>British Embassy https://www.gov.uk/world/organisations/british-embassy-sarajevo</p> <p>Australian Consulate https://www.embassypages.com/australia-consulate-sarajevo-bosniaandherzegovina</p>
<p>Non-governmental organisations (local and regional)</p>	<p>German humanitarian organization HELP-Hilfe – working locally (http://www.help.org.ba/en/)</p> <p>BiH Federation of Mines Workers Union</p> <p>Eko-Forum Zenica (http://d564271.u30.com.ba/onama.php) Association “Visit Vares”</p> <p>Scout Association “Zvijezda”</p> <p>Reconstruction and Development Foundation Vares</p>
<p>Businesses, organisations and Service Providers</p>	<p><i>Service Providers</i></p> <p>Police Vares, Health Centre Vares, High School, Primary school, nursery, unemployment centre, social services, bus and transportation companies, Vares library, Vares Tourist Information Centre</p> <p><i>Businesses (See Business Directory)</i></p> <p>Local business owners and trades people in Vares (café, shops, mechanics etc.), Market vendors, Kraljeuska Water Bottling Factory, Alma Ras doo (Lingerie factory / company), Logging factory Dastansko, Mrestiliste Trout farm / Hotel, Alma-mas doo Olovo (Underwear manufacturer), Amia-Promet doo (Sawmill), Igrista Hunting Lodge, Visit Vares, Mekuse Mountain Lodge, Karlovacko local bar in Pogar.</p> <p><i>Religious</i></p> <p>Islamic Community – mosque located in Dastansko and Vares. Catholic Community – church in Borovica Gornja, church in Przici, church is Tisovci, church in Vares</p> <p>Orthodox Community – church in Vares</p> <p><i>Organisations</i></p> <p>Zvijezda Hunting Society Vares, Association of Sports Fishermen, history enthusiasts, Diving Club Bosnia, Originally Vares, Women Associations of multiple villages, Bosniak Culture Community, Red Cross Vares, Eco Tourist Vijaka, Our Home Borovica, Retiree Association of Vares, Mother Theresa Association, Employer Association Vares, The Royal Town of Bobovac Association, Hiking and Skiing Society, Fishing Sports Association, Beekeeper Association..</p>

Media (International)	Bosnia and Herzegovina's Public Service Broadcasting System (BHRT) – member of European Broadcasting Union
Media (National)	<p>Newspapers Dnevni Avaz (Bosniak)Blic Glas Srpske Vecernje novosti Vecernji list (Bosnian Croat) Nezavisne novine (Bosnian Serb)Oslobodenje</p> <p>Radio Bosnia and Herzegovina's Public Service Broadcasting System (BHRT) – BH Radio 1 (State), Radio FBiH (Federal), Radio 202 (Federal), Radio Republika Srpska (Republic) Radio BN Radio Big 1</p> <p>Television Federalna TV (Federation TV) Radio Televizija Republike Srpske (RTRS) BHRT Sarajevo – Al-Jazeera Balkans TV (News network broadcasting in Bosnian, Serbian and Croatian) N1 – 24 hour news</p> <p>News Agencies FBiH's Federal News Agency (FENA) – publicly owned RS' News Agency od Republika Srpska (SRNA) – publicly owned ONASA – privately owned The Roman Catholic Conference of Bishops of BiH Islamic Community of Bosnia and Herzegovina Anadolu Agency – Turkish Government owned</p>
Media (Local and Regional)	<p>Radio Hrvatski Radio Bobovac (Vares)Narodni Radio (Zenica) Nazavisni TNT Radio (Tuzla) Radio Kakanj (Kakanj) Radio Breza (Breza)Radio Slon (Tuzla) Radio Zenit (Zenica) Radio Zenica (Zenica) – public</p>

	<p>Radio Tuzlanskog kantona (Tuzla) - public Radio Tuzla (Tuzla) – public</p> <p>Newspapers Magazine Bobovac (Vares)Nasa rijec (Zenica) BH Dani (Sarajevo) Start BiH (Sarajevo) Hrvatski glasnik (Tuzla)</p>
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APPENDIX 2
NGOs ACTIVE IN VARES

Appendix 2 - List of Nongovernmental Organizations and Citizens' Associations in Vares

Number:	The name of the association:	Authorized personal:	The residence of the association:	Contact:
1.	THE GUARDIANS OF THE BOSNIAN CROWN	Ibrisimovic Saban	Mijakovici bb, Vares	062/259-188
2.	DIABETES ASSOCIATION VARES	Prkic Zlatko	Put mira bb	061/248-286
3.	ORIGINALLY VARES	Marosevic Marina	Put mira br.23	061/528-592
4.	WOMEN'S ASSOCIATION FOR RURAL DEVELOPMENT, SUSTAINABLE RETURN, REINTEGRATION AND RESOCIALIZATION OF RETURNEES „ZVIJEZDA“ VARES	Likic Adisa	Stupni Do bb, Vares	062/599-843
5.	WOMEN OF STUPNI DO	Likic Azemina	Stupni Do bb, Vares	070/248-717
6.	WOMEN OF BUDOZELJE	Pajt Fatima	Budozelje bb, Vares	062/501-379
7.	ASSOCIATION OF BLIND AND WEAK-EYED CITIZENS OF VARES MUNICIPALITY	Malbasic Valentina Hafizovic Dzenana	Zvijezda bb, Vares	032/845-042 062/336-708
8.	BOSNIAK CULUTRE COMMUNITY "PREPOROD"	Beganovic Sahudina	Put mira bb, Vares	062/552-241
9.	RED CROSS VARES	Musa Enisa	Zvijezda br. 34, Vares	061/679-106
10.	ECO TOURIST VIJAKA	Andric Bosko	Vijaka bb, Vares	062/068-909
11.	PRISONER OF WAR ASSOCIATION „23. OKTOBAR '93“	Cerenic Salem	Put mira bb, Vares	061/828-886
12.	FOOTBALL CLUB VARES	Terzic Damir	Planinarska bb, Vares	063/860-503
13.	„OUR HOME“ BOROVIKA	Vukancic Grga	Gornja Borovica bb, Vares	061/531-626
14.	CROATIAN PRISONER OF WAR ASSOCIATION BRANCH OF ZE-DO - VARES BRANCH	Prkic Zlatko	Put mira br. 30, Vares	061/248-286

15.	ORGANIZATION OF WAR MILITARY INVALIDS „VARES 92“	Likic Ibro	Put mira bb, Vares	061/362-161
16.	ASSOCIATION OF CROATIAN DEFENSE AND MISSING CROATIANS VARES	Klaric Drazana	Put mira bb, Vares	063/337-395
17.	HUNTING SOCIETY ZVIJEZDA	Filipovic Jozo	Put mira P+4, Vares	-
18.	SCOUT ASSOCIATION „ZVIJEZDA“ VARES	Velic Audin	Zvijezda br. 16 Radnicki dom, Vares	061/176-142
19.	RETIREE ASSOCIATION OF VARES	Sirotanovic Ibrahim	Ul. Zvijezda br. 69	-
20.	ASSOCIATION OF NATIONAL LIBERATION AND ANTI-FASHIST WAR COMBATANTS VARES	Zehrid Cigura	Put mira bb, Vares	062/629-399
21.	WOMEN'S FORUM POGAR	Miletovic Ranka	Pogar bb, Vares	061/836-286
22.	„MOTHER TERESA“ ASSOCIATION	Lukic Gordana	Stojkovic bb, Vares	061/455-846
23.	FOUNDATION FOR RECONSTRUCTION AND DEVELOPMENT OF THE VARES REGION	Rudez Mladen Andric Bosko	Zvijezda br. 34, Vares	061/183-158 062/068-909
24.	EMPLOYER ASSOCIATION VARES	Marosevic Mario	Benici br. 32, Vares	061/388-597

25.	EXTREME SPORTS CLUB „PERUN-VA“ VARES	Gavran Velimir	*	063/991-898
26.	„THE ROYAL TOWN OF BOBOVAC“ ASSOCIATION	Petkovic Toni	*	061/522-598
27.	KARATE CLUB VARES	Operta Mirsada	*	062/745-899
28.	TAEKWONDO CLUB BOSNA VISOKO –SECTION VARES	Edin Kajevic	*	061/933-207
29.	HIKING ANS SKIING SOCIETY „PERUN“ VARES	Numanovi Aziz	*	061/915-648
30.	FISHING SPORTS ASSOCIATION VARES	Klancevic Ilhan	*	061/191-208
31.	BEEKEEPER ASSOCIATION „POLEN“ VARES	Ridic Kruno	Zvijezda bb	061/448-712
32.	MUSLIM CHARITY MERHMET – BASIC COMMITTEE VARES	Kamenjas Mustafa	Zvijezda 34	062/569-049
33.	CROATIAN CULTURAL SOCIETY „NAPREDAK“ – VARES BRANCH	Mircic Mario	Zvijezda br. 25, Vares	061/934-373
34.	WOMEN’S FORUM STRICA-ZARUDE	Franjic Olivera	*	061/297-046
35.	WOMEN’S ASSOCIATION STRIJEZEVO	Zubaca Saha	Strijezevo bb, Vares	062/209-788
36.	FIRST CHILDREN’S EMBASSY „MEDASI“ VARES CONSULATE	Prkic Zlatko	Put mira br. 30, Vares	061/248-286

37.	DEFENSE-WAR LIBERATION 1992-1995 ASSOCIATION ORGANIZATION OF DEMOBILIZED WARRIORS OF VARES MUNICIPALITY	Hrsumovic Sahbaz	Put mira br. 30, Vares	062/200-360
38.	WAR AWARDS CARRIERS ASSOCIATION – CROATIAN COUNCIL OF DEFENSE VARES	Franjkic Cedomir	Matijevici bb	061/834-198
39.	HVIDRA ASSOCIATION CROATIAN COUNCIL OF DEFENSE – HERZEG-BOSNIA VARES	Andric Zoran	Jusici bb	061/859-882
40.	„THE FAMILIES OF SHEHIDS AND FALLEN COMBATANTS“ VARES	Ahmedovic Kenan	Put mira br. 30, Vares	061/750-723
41.	VARES MUNICIPALITY SPORTS AND RECREATION OF INVALIDS ASSOCIATION	Pajt Esref	*	061/528-378
42.	WOMEN'S ASSOCIATION KOKOSCICI	Karamustafic Hedija	Kokoscici bb, Vares	060/343-8933
43.	YOUTH ASSOCIATION „INITIATIVE“ VARES	Begovic Nurdin	Zvijezda E-2	062/280-497
44.	YOUTH WORKERS' CITIZENS' ASSOCIATION „RESAD SALETOVIC“ VARES	Kozlic Ismet	Zvijezda bb	-
45.	ASSOCIATION OF RURALAGRICULTURAL DEVELOPMENT, SUSTAINABLE RETURN, PRESERVATION OF CUSTOMS, TRADITIONS AND RURAL DEVELOPMENT AND ENTREPRENEURSHIP „ARPOS“ VARES	Stjepanovic Mara	Pajtov Han bb	-
46.	CHESS CLUB VARES	Jerkovic Mario	Zvijezda 34	062/675-179

47.	SHOOTING CLUB ASSOCIATION „METALAC“ VARES	Poljakovic Marko	Zvezda 34	-
48.	HOMELAND ASSOCIATION „OKRUGLICA“ – VARES BRANCH	Durdic Milos	Okruglica bb	-
49.	PATRIOTIC LEAGUE DEFENSE ASSOCIATION VARES	Kovacevic Avdija	Camilov Potok 10/3 Vares Majdan	061/161-134
50.	WOMEN'S ASSOCIATION „ZVJEZDANGRAD“ VARES	Omercevic Lejla	Matijevici 10	-
51.	VOLUNTEER FIRE DEPARTMENT ASSOCIATION VARES	Franjic Zdenko	Ul. Zvezda 34	061/711-357
52.	ASSOCIATION „BARON“ VARES	Josipovic Anto	Dastansko bb	-
53.	CITIZENS' ASSOCIATION FOR THE ANIMALS PROTECTION "ZUCO" VARES	Ajanovic Mirnes	Zvezda 14	063/895-069
54.	„MY FIRST NOTE“ ASSOCIATION	Hinger Igor	Zvezda 65	061/866-743
55.	ASSOCIATION WEIGHTLIFTING CLUB “PREDATOR“ VARES	Muhic Farik	Zvezda 17	-
56.	WOMEN'S ASSOCIATION FOR RURAL DEVELOPMENT, SUSTAINABLE RETURN, REINTEGRATION AND RESOCIALIZATION „NARCIS DABRAVINE“ VARES	Botic Arnela	Dabravine bb	061/525-576

57.	ASSOCIATION „EMIL MILOCIPRA“ VARES	Jelic Petar	Zvijezda K 4	-
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Basic information on listed NGOs

1. THE GUARDIANS OF THE BOSNIAN CROWN BOBOVAC

The Association "Guardians of the Bosnian Crown Bobovac" is a non-partisan and non-profit organization with a multiethnic composition that brings together all friends of BiH and abroad. There are over one hundred registered members. The president of the association is Saban Ibrimovic from Mijakovici, one of the settlements leaning on the royal town of Bobovac, where the association itself is located. The association has been officially operating since 2008 and started its first activities in 2004/2005. The main goals of the Association are to protect the cultural, historical and natural heritage of the Bobovac Valley, where these resources are mainly located, to preserve the cultural and traditional identity of the peoples surrounding the Royal City of Bobovac, to develop all forms of selective tourism with a focus on rural, cultural, and traditional , recreational, agritourism aimed at economically sustainable stay of young people and rural population in general. As a fourth basic goal, it is to raise awareness among the local population of the importance of a clean and healthy environment for the overall functioning of the ecosystem.

2. DIABETIC ASSOCIATION OF VARES

Diabetic Association of Vares Municipality is an association of persons living with diabetes (diabetics), those living for (health workers) and those living with diabetes (individuals - producers of healthy food and enthusiasts from the pharmaceutical industry). Diabetic Association is a non-profit, non-governmental educational social organization. The Association represents persons with diabetes from the territory of the Vares Municipality both at the global and European level. So far, the association has done a great deal in educating people with diabetes and promoting healthy lifestyles. The Association is located in the centre of Vares, more precisely at 23 Put Put Mira Street and the president of the Association is Prkic Zlatko.

3. ORIGINALLY VARES

The Association "Originally Vares" is a non-partisan, multinational and multi-confessional association, created with the aim of preserving the cultural heritage of Vares in the fields of arts, crafts and handicrafts. The Association has 43 members. Founded in 2005, the Association promotes work, craftsmanship and honesty that has long adorned the Vares woman and metal worker and miner. The members of the association cultivate a rich tradition through various skills, namely:

- casting, forging products (miner, blacksmith, foundry, etc.)
- painting (canvas, prints, watercolors, silk, glass)
- production of folk costumes
- embroidery
- weaving
- crochet
- jewelry production
- making garments
- other techniques for making exhibits.

In addition to the preservation of cultural heritage, the association's goal is to expand the range of handicrafts and to achieve profitability and self-sustainability. The association is located in Vares, 23 Put Put Mira Street (formerly "Borovo" space), and the president of the association is Marina Marosevic.

4. WOMEN'S ASSOCIATION FOR RURAL DEVELOPMENT, SUSTAINABLE RETURN, REINTEGRATION AND RESOCIALIZATION OF RETURN „ZVIJEZDA“

The Association is concerned with strengthening the economic and social position of women in local communities, reintegration, re-socialization of returnees, internally displaced refugees. Women's Association for Rural Development, Sustainable Return, Reintegration and Re-Socialization. The association is open to all women of the Vares Municipality and beyond, who accept the program goals of this association. The Association is voluntary, independent, extra-party and independent. The headquarter of the association is currently in: Stupni Do, 71330 Vares, and the president of the association is Likic Adisa.

5. WOMEN'S OF STUPNI DO ASSOCIATION

Women's of Stupni Do Association deals with rural development, sustainable return, reintegration and re-socialization. The association also works to strengthen the economic and social position of women in local communities. The association is voluntary, independent, non-partians. The association is located in Stupni Do village, Vares, and the president of the association is Azemina Likic.

6. WOMEN OF BUDOZELJE

The Association "Women of Budozelje" is engaged in preserving the tradition in culinary, handicrafts, customs, ecology, development of rural tourism. The association is located in Budozelje village, Vares, and the president of the association is Mufida Mahmutovic.

7. ASSOCIATION OF BLIND AND WEAK-EYED CITIZENS OF VARES MUNICIPALITY

The Association of Blind and Weak-eyed Citizens of Vares Municipality deals with the procurement of aids, the provision of all kinds of legal assistance, the organization of one-day excursions for members, the organization of mobility courses, and marking 15.10. - White stick day. The Association is located in Vares, Zvijezda Street bb, and the Association's presidents are Valentina Malbasic and Dzenana Hafizovic.

8. BOSNIAK CULTRE COMMUNITY "PREPOROD"

Preporod Vares nurtures the tradition and culture of Bosniaks in Vares municipality and beyond. It promotes culture, art, music and positive values. The Association is a non-governmental and non-partians organization. The association is located in Vares, Put Mira bb, 71330, and the association's president is Sahudina Beganovic.

9. RED CROSS VARES

The Red Cross Vares is a humanitarian, voluntary organization of special social interest to the Federation BiH. The mission of the Red Cross is to prevent or alleviate the suffering of citizens and to help them in distress, with an emphasis on developing health and social care, to coordinate and assist activities in training and organizing citizens to provide various types of assistance in disasters caused by natural or human factors and to get to know population with the content and significance of the Geneva Conventions and International Humanitarian Law, encouraging their application and nurturing tolerance and understanding among people, and especially among young people. The association is located in Vares, Zvijezda Street no. 34, Vares, 71330, and the president of the association is Musa Enisa.

10. ECO TOURIST VIJAKA

The Eco Tourist Vijaka Association deals with environmental protection, tourism promotion and tourism potentials. The Association is a non-governmental and non-party organization. It is located in the village of Vijaka with address Vijaka bb, 71330, and the president of the association is Bosko Andric.

11. PRISONER OF WAR ASSOCIATION „23. OKTOBAR '93“

The mission of the association is an institutional solution to the status of the prisoners of war population. The association is located in Vares, Put Mira bb, 71330 Vares, and the president of the association is Salem Cerenic.

12. FOOTBALL CLUB VARES

FC Vares is one of the oldest Bosnian sports clubs, a symbol of Vares and the wider region and the green and white pride of all its members, players and fans for over 90 years. The club was founded in 1927 and is still active today and competes in the ZE-DO Cantonal League. NK Vares degenerate great football players and coaches and competed in various leagues and was also on the verge of entering the second league in ex Yugoslavia. The address of the football club is Planinarska bb Vares Majdan, 71330 Vares, and the president of the club is Damir Terzic.

13. „OUR HOME“ BOROVIKA

The association mainly dealt with returnee issues for return, village restoration, houses, agricultural and social projects, and today the association deals exclusively with cultural program, preservation of cultural heritage, traditions of the Borovica region and ethnography. The association is located in Gornja Borovica bb Vares 71330, and the president of the association is Vukancic Grga.

15. PRISONER OF WAR ASSOCIATION BRANCH OF ZE-DO - VARES BRANCH

The association deals with institutional solutions of the prisoners of the war population status. The association is located in Vares at Put Mira bb, Energoinvest Building, 71330 Vares, and the association's president is Prkic Zlatko.

16. ORGANIZATION OF WAR MILITARY INVALIDS „VARES 92“

The Association is a voluntary, non-governmental, non-partisan, anti-fascist and democratic organization of united citizens, who accept its program commitments and statute. The Association, as an interest organization, was founded by disabled war veterans participants in the Liberation War 92-95, with the aim of realizing and protecting personal and common rights and interests in society. The association is located in Vares, Put Mira bb, 71300 Vares, and the president of the association is Likic Ibro.

17. ASSOCIATION OF CROATIAN DEFENSE AND MISSING CROATIANS VARES

The association deals with realization of the status rights prescribed by the law on Croatian veterans and their families. The purpose of the association is to connect all the families of the fallen and missing Croatian war veterans, and to connect with related organizations from the Homeland War in order to build a better future together. The association is located in Vares, Put Mira bb, 71330 Vares, and the president of the association is Klaric Drazana.

18. HUNTING SOCIETY „ZVIJEZDA“

Hunters from the Vares region have been hunting for a long time. Hunting Association "Zvijezda" Vares, was founded on August 26, 1923. year and until now has never interrupted its work. Hunting in their conditions is purely a sport, through which hunters make friends and communicate with each other. The basic task of a hunting society is to protect wildlife, nature, the environment and ecological balance. The Hunting Society has 380 members organized in 8 sections. The organization of hunting activities of the Hunting Society is based on the Law on Hunting, long-term and short-term development plans, on the promotion of hunting, protection of game and nature. The association is located in Vares, Put Mira P + 4, 71330 Vares, and the president of the association is Mujo Kamenjas.

18. SCOUT ASSOCIATION „ZVIJEZDA“ VARES

Scouts as an organization were first mentioned in the Vares area in the early 1950s, as a section at the Perun PD Vares, under whose auspices they operated until 1956, when, because of the growing interest of the youth, the section separated from the Mountaineering Society and began to act as a scout detachment "Branko Jelic" Vares. It was named after a major of the National Liberation Army, whose monument is located in Tisovci. The Zvijezda Vares program is aimed at developing an awareness of community, equality and love of nature, applying specific methods that make each individual the main carrier of their own development process, a person who relies on their own forces, who is responsible, dedicated and willing to support others. The association is located in Vares, Zvijezda Street no. 16 Workers' House, 71330 Vares, and the president of the association is Audin Velic

19. RETIREE ASSOCIATION OF VARES

The Retiree Association of Vares is a voluntary, non-governmental and non-partisan and multi-ethnic organization in which members fulfill common interests and needs. The association is located in Vares, Zvijezda Street no. 69, 71330 Vares, and the president of the association is Ibrahim Sirotanovic.

20. ASSOCIATION OF NATIONAL LIBERATION AND ANTI-FASCIST WAR COMBATANTS VARES

The Association of National Liberation and Anti-Fascist War Combatants Vares exists and works with the aim of inheriting the tradition and marking significant dates of the National Liberation War. An association that cherishes the memory of the national liberation battle, fighters of the period, strengthening the anti-fascist front today and facing the past. The association is located in Vares, Put Mira bb, 71330 Vares, and the president of the association is Zehrid Cigura.

21. WOMEN'S FORUM POGAR

Women's Forum Pogar deals with the preservation of tradition in culinary, handicrafts, customs, ecology, rural tourism development and ethnology. The association is located in Pogar village, 71330 Vares, and the president of the association is Ranka Miletovic.

22. FOUNDATION FOR RECONSTRUCTION AND DEVELOPMENT OF THE VARES REGION

The association or foundation operates institutionally, seriously, organized, systematically. These processes and activities must be interesting but clear and fair. They must be public and for the benefit of the general interest. The initiators of the Roundtable and the Foundation on the occasion of the 120th anniversary of the first beginnings of industrial development in this part of Europe, except to invite all determined Vares, around the world to join in a brave but realistic and achievable endeavor. The intention, which is based on our more than a century of tradition, hard work and ability to start again and restore the significant values of the Vares region. Foundation, needs investors who will manage their funds. The Foundation is located in Vares, Zvijezda Street no. 34, 71330 Vares, and the presidents of the association are Bosko Andric and Rudez Mladen.

23. EMPLOYERS' ASSOCIATION VARES

Employers' Association of Vares confirmed their commitment to participate much more systematically and work systematically to improve the business environment in their municipality. Through partnerships with other companies, other municipal employers' associations and authorities, it is possible to accelerate and improve economic growth and development. The founders of the Association of Employers of Vares, through their membership in the Alliance of Employers' Associations of the ZDK, expressed their unambiguous desire to participate in all economic events at the level of Zenica-Doboj Canton. The association is located in Vares at Benici Street no. 32, 71330 Vares, and the president of the association is Ahmed Likic.

24. EXTREME SPORTS CLUB "PERUN-VA" VARES

The idea for the club originated in 2005 from enthusiasts who started practicing this sport in Vares. A little later, returnees who have had experience in the EU countries join them. The club officially started operating in April 2009, first virtually and then physically with premises obtained for use by the Municipality. The club's membership consists mainly of citizens from Vares and also by a portion of those who live outside BiH. The club is committed to sports, tourism, environmental protection, youth gathering and promotion, both in the region and in BiH. Our existing club sections are: mountain biking, paragliding, skiing, snowboarding, alpinism, rafting, mountain rescue, paintball, motocross, 4x4 off road and quad 4x4. The association is located in Vares, Zvijezda Street no. 24, 71330 Vares, and the presidents of the association are Velimir Gavran and Mirza Zec.

25. ASSOCIATION "ROYAL TOWN OF BOBOVAC"

The non-governmental association "The Royal City of Bobovac" Vares has been active since July 2004. The program goals of the Association are the protection, restoration, reconstruction and reaffirmation of the old town of Bobovac. The seat of the Association is in the town of Vares, since the site of the medieval town of Bobovac is located in the territory of the municipality of Vares. The association, abbreviated as "Bobovac", combines in its logo the contours of the Bobovac mausoleum and the royal court in the background, with the colors of the national flag of BiH and stars associated with the EU. The association is located in Vares at Zvijezda bb, 71330 Vares, and the president of the association is Petkovic Toni.

26. KARATE CLUB VARES

The Association "KARATE CLUB VARES" is a sports collective which in the field of its activity has a sports educational, competitive, individual and recreational form of engaging in sports activities. The association is located in Vares, Zvijezda Street no. 18, 71330 Vares, and the president of the association is Operta Mirsada.

27. TAEKWONDO CLUB BOSNA VISOKO - SECTION VARES

TAEKWONDO CLUB BOSNIA VISOKO - SECTION VARES was founded on 18.05.2009. The main goals of the club are to promote cultural, sporting and competitive activities in Bosnia and Herzegovina. TAEKWONDO CLUB BOSNIA VISOKO - SECTION VARES currently has over 130 members aged 5 to 28 years, 30 of which are in the club's competitive selection and 25 members of the demo team participating in show programs. The founder and president of the club is Edin Kajevic.

28. HIKING AND SKING SOCIETY „PERUN“ VARES

In 1926 the first mountaineering society in Vares was founded under the name PD "COSMOS". In the period from 1933. until 1936. Perun built the first mountain lodge made of timber - Tyrolean style, which was set on fire in World War II on 4 July 1942. After the Second World War the work of the mountaineering society under the new name "PERUN" was restored. The association was founded on the initiative of a group of mountaineers and nature lovers with the aim of expanding, raising and developing a mass stay in nature for the purpose of recreation and active rest, as well as raising awareness of the conservation of natural beauty, environmental protection. The Society is a voluntary,

non-governmental, non-governmental, non-party and independent organization and is a member of the Mountaineering Federation of BiH, and operates through the work of sections. The association is located in Vares on 30 Put Put Mira Street, and the president of the association is Aziz Numanovic.

29. SPORTS FISHERMEN ASSOCIATION VARES

The association is a very regulated organization that operates in accordance with the Statute of the Association registered with the Ministry of Justice and Administration of the ZDK. The main activities of FSA "Vares" are protection and promotion of fishery fund, competitions in sport fishing and ecology. The Association has very remarkable results in all areas of activity. The association is located in Vares, Put mira bb., 71330 Vares, and the president of the association is Ilhan Klancevic.

30. BEEKEEPERS ASSOCIATION „POLEN“ VARES

The association deals with the exchange of experience, opinions, production, use of medicines in beekeeping and everything related to beekeeping. The association is located in Vares at Zvijezda bb, 71330 Vares, and the president of the association is Ridic Kruno.

31. MUSLIM CHARITY MERHAMED – BASIC COMMITTEE VARES

The main goals and activities of the Muslim charity "Merhamet" are to provide social assistance to the vulnerable population. Merhamet is of particular importance in the historical territory of BiH because of the socio-ideological, cultural, political and economic changes that followed the First World War. The need for Merhamet's action was also expressed in the post-war period. Its activities lasted until the ban in 1946, when socialist Yugoslavia, as a unitary state of a totalitarian type, cut off this form of human solidarity of social-humanistic activity. The Association of the Basic Committee of Vares is located in Vares at 34 Zvijezda Street, and the President of the Association in Vares is Kamenjas Mustafa.

32. CROATIAN CULTURAL SOCIETY „NAPREDAK“ – VARES BRANCH

The purpose of the Society is cultural and educational activity, economic strengthening and raising the social security of the Croatian people. In its work, the Society cooperates with social, political, economic, cultural, scientific and other governmental and non-governmental organizations from home and abroad and their governing bodies in order to achieve their tasks and goals. The Vares Branch Association is located in Vares at Zvijezda Street no. 25, Vares, and the president of the association is Mircic Mario.

33. WOMEN'S FORUM STRICA-ZARUDE

The Forum "Woman Strica-Zarude" deals with the preservation of tradition in culinary, handicrafts, customs, ecology and development of rural tourism. The association is located in the village of Strica and Zarude bb 71330 Vares, and the president of the association is Franjic Olivera.

34. WOMEN'S ASSOCIATION STRIJEZEVO

The association deals with the preservation of tradition in culinary arts, handicrafts, customs, ecology and development of rural tourism. The association is located in the village Strijezevo, 71330 Vares, and the president of the association is Zubaca Saha.

35. FIRST CHILDREN'S EMBASSY "MEDASI" VARES CONSULATE

The Medasi Children's Embassy was established on June 6, 1990, in a village that is almost equally distant from Belgrade, Zagreb and Sarajevo, with the aim of bringing together children and friends of children, wherever they are, and to raise everyone's voice to protect the rights of the child to life, to peace and freedom, to the rights to all those values already threatened by the oncoming wave of the blackest nationalism. The Association of Vares consulate is located in Vares at Put put mira br. 30, and the president of the association is Prkic Zlatko.

36. DEFENSE-WAR LIBERATION 1992-1995 ASSOCIATION "ORGANIZATION OF DEMOBILIZED WARRIORS OF VARES MUNICIPALITY

The mission of the association is an institutional solution to the status position of the veteran population. The association is located in Vares, Put Mira Street no. 30, 71330 Vares, and the president of the association is Sahbaz Hrsumovic.

37. WAR AWARDS CARRIERS ASSOCIATION – CROATIAN COUNCIL OF DEFENSE VARESUDRUZENJE NOSITELJA RATNIH PRIZNANJA HRVATSKOG VIJECA OBRANE VARES

The goals of the Association are to protect the status and interests of war bearer holders, to preserve the traditions and identities of the units that participated in the Homeland War, and to commemorate their anniversaries and important events from the BiH Homeland War and to protect the rights of its members. The association is located in Vares, Matijevici bb, 30, 71330 Vares, and the president of the association is Franjkic Cedomir..

38. HVIDRA ASSOCIATION CROATIAN COUNCIL OF DEFENSE – HERZEG-BOSNIA VARES

The HVIDRA Association is a voluntary community of County Communities, Associations and Members of the HVIDRA, united to protect and promote common national, humanitarian, social, health, sports, cultural and other interests and goals, and common beliefs. The association is located in Vares, Jusici bb, 71330 Vares, and the president of the association is Andric Zoran.

39. „THE FAMILIES OF SHEHIDS AND FALLEN COMBATANTS“ VARES

The Association seeks to address the specific problems encountered by this population. Intensive work is being done to create conditions for the employment of children of shehids and fallen combatants, to provide housing for families, as well as to regularly visit the elderly and sick parents, and attention is paid to those who are sick. The association is located in Vares, Put Put mira br. 30, 71330 Vares, and the president of the association is Kenan Ahmedovic.

40. ASSOCIATION FOR SPORTS AND RECREATION OF INVALIDS OF VARES MUNICIPALITY

Sport and recreational activities of persons with disabilities must be aimed at gathering as many of this category of population as possible. The program and activities are adapted to the health possibilities and range from sports games, bowling, badminton, athletics, etc. It all depends on the interests of the participants, but also on the spatial capabilities of the facilities, resources, etc. The association was started by Esref Pajt, SSRI President, at the Assembly held on 20.04.2018. years. At the Assembly, a new Statute was also selected persons to perform the function within the Alliance. The association is located in Vares at Put mira bb, 71300 Vares.

41. WOMEN'S ASSOCIATION KOKOSCICI

Women's Association Kokoscici is engaged in preserving the tradition in culinary arts, handicrafts, customs, ecology and the development of rural tourism. The association is located in the village of Kokoscici, 71330 Vares, and the president of the association is Karamustafic Hedija.

42. YOUTH ASSOCIATION "INICIJATIVA"

""INITIATIVE" is a non-profit, non-political and independent organization run and founded by young people. The "Initiative" was founded by 6 young people gathered around the common idea to encourage other members of society in their community to improve their position and community through the use of knowledge and skills. The association is located in Vares, Zvijezda E-2, and the president of the association is Begovic Nurdin.

43. YOUTH WORKERS' CITIZENS' ASSOCIATION „RESAD SALETOVIC“ VARES

In order to evoke memories of youth work actions and to promote volunteer work, the Association of Citizens of Youth Work Brigades "Resad Saletovic" Vares was established. The association brings together brigadier and youth to remember one significant period behind them. Youth will have the opportunity to learn about volunteerism and work for the benefit of our community. The association is located in Vares at Zvijezda bb 71330 Vares, and the president of the association is Kozlic Ismet.

44. ASSOCIATION OF RURAL AGRICULTURAL DEVELOPMENT, SUSTAINABLE RETURN, PRESERVATION OF CUSTOMS, TRADITIONS AND RURAL DEVELOPMENT AND ENTREPRENEURSHIP „ARPOS“ VARES

The Association deals with economic and social empowerment in local communities, reintegration, re-socialization of returnees, internally displaced refugees. The association is open to all in the Municipality of Vares and beyond, who accept the program goals of this association. The Association is voluntary, independent, extra-party and independent. The headquarters of the association is currently in Pajtov Han bb 71330 Vares, and the president of the association is Stjepanovic Mara.

45. CHESS CLUB VARES

Chess Club "Vares" is a voluntary, amateur and sports organization that operates in accordance with the Constitution of BiH and the Statute of the Chess Federation of Bosnia and Herzegovina. The Club

is a member of the Chess Federation of Bosnia and Herzegovina. The association is located in Vares in Zvijezda 34 71330 Vares, and the president of the association is Mario Jerkovic.

46. SHOOTING CLUB ASSOCIATION „METALAC“ VARES

Shooting club “METALAC” Vares enables its members to train, train and compete at local, national and international competitions. Shooting club “METALAC” Vares provides its members training and competitions at local, national and international competitions. The association is located in Vares in Zvijezda 34, and the president of the association is Poljakovic Marko.

47. HOMELAND ASSOCIATION „OKRUGLICA“ – VARES BRANCH

The association is an independent, non-partisan and non-governmental association whose main goal is to bring Okruglica around cultural, artistic and native issues, so that older people can learn and preserve their customs, cultural heritage, traditions and native individuality. The Association has the status of a legal entity with rights and obligations and responsibilities established by the Law and the Statute. The association is located in Okruglica bb 71330 Vares, and the president of the association is Durdic Milos.

48. PATRIOTIC LEAGUE DEFENSE ASSOCIATION VARES

The association gives its unselfish contribution and courage with the aim of making the local community live and have it. And in peacetime, there are a lot of projects to be carried out, first of all, not to forget what was going on. To call things in society a real name and to trace that future the way they deserve it. The association is located at 10 / 3 Camilov Potok Street, Vares Majdan, and the association's president is Avdija Kovacevic.

49. WOMEN’S ASSOCIATION „ZVJEZDANGRAD“ VARES

The Association brings together women of all ages to promote women's rights and gender equality; activating women and improving their role in employment and community positions, their economic empowerment and the ability to generate income through the promotion, production and sale of eco-food and herbs and handicrafts. The Association also plans activities in the field of environmental protection, assistance to the elderly and infirm, as well as the implementation of other activities arising from working together and acting. The association is located at 10 71330 Vares Matijevici street, and the president of the association is Omercevic Lejla.

50. VOLUNTEER FIRE DEPARTMENT ASSOCIATION VARES

Volunteer fire department association Vares is a voluntary, socially professional, humanitarian, independent, non-partisan and non-governmental organization of broad social interest that gathers fire enthusiasts who, through their initiative, creativity and commitment, contribute to the development of fire and fire protection in the municipality, cantons, Federation of Bosnia and Herzegovina and Bosnia and Herzegovina. The association is located in Zvijezda 34, Vares, and the president of the association is Franjic Zdenko.

51. "BARON" ASSOCIATION VARES

The Association organizes sporting events. The association is located in the village of Dastansko, 71330 Vares, and the president of the association is Josipovic Anto.

52. CITIZENS' ASSOCIATION FOR THE ANIMALS PROTECTION "ZUCO" VARES

The mission of the association is to raise awareness of abandoned animals and the use of dogs and cats for non-human purposes. Their biggest reward is when they rescue a dog or cat from the street and find a home full of the love that all animals deserve. The association is located Zvijezda14, Vares and the president of the association is Mirnes Ajanovic.

53. "MY FIRST NOTE" ASSOCIATION VARES

The association has a musical character and brings together and shapes young musical talents in Vares municipality. The association is located in Vares in Zvijezda 65, Vares and the association's president is Hinger Igor.

54. ASSOCIATION WEIGHTLIFTING CLUB "PREDATOR" VARES

The association's primary goal is to promote strength disciplines, squat, bench press, deadlift, a healthy and proper lifestyle and diet. The association is located in Vares in Zvijezda 17, and the president of the association is Muhic Farik.

55. WOMEN'S ASSOCIATION FOR RURAL DEVELOPMENT, SUSTAINABLE RETURN, REINTEGRATION AND RESOCIALIZATION „NARCIS DABRAVINE“ VARES

The Association deals with economic and social empowerment in local communities, reintegration, re-socialization of returnees, internally displaced refugees. The association is open to all in the Municipality of Vares and beyond, who accept the program goals of this association. The Association is voluntary, independent, non-party and independent. The association is located at Dabravine bb. 71330 Vares, and the president of the association is Botic Arnela.

56. ASSOCIATION „EMIL MILO CIPRA“ VARES

The association "Emil Milo Cipra" organizes the classical music festival "VACLAF". The association is the shortest association of classical music friends. The association is located in Vares, Zvijezda K-4 Street. 71330 Vares, and the president of the association is Jelic Petar.

APPENDIX 3
BUSINESS LISTING, VARES

Appendix 3 - Catering facilities with registry numbers and accommodation facilities

No:	Owner:	Company	Place:	Telephone:
1	Adilovic Nedžad	Kafe bar "DADO"	Vares	061-717-479
2	Ahmedovic Amela	UR "FENIX"	Vares	061-871-077
3	Gondzo Sakiba	UR "SEKA"	Vares	061-781-379
4	Imamagic Alisa	Restoran "SECERKA"	Vares	061-307-543
5	Islamovic Alen	Slasticarna "ALEN"	Vares	
6	Islamovic Emira	Kafe bar "BUMERANG"	Vares	061-791-626
7	Jurkic Sedika	Kafe bar "SANDRA"	Vijaka	
8	Kamenjas Sabaheta	Kafe bar "TINTA"	Vares	060-300-3012
9	Karic Elvira	Kafe bar "H B"	Vares	
10	Likic Dzevad	Kafe bar "FALCON"	Vares	061-239-919
11	Kevesevic Tatjana	Kafe bar "MACHO"	Vares	066-853-324
12	TIMPEX doo Vares	Kafe bar "The Cotton Club"	Vares	061-153-387
13	Andric Ivan	Nocni klub "KONOBA"	Vares	062-951-180
14	Sormaz Sasa	Kafe bar "AQUA"	Vares-Majdan	061-263-997
15	Salketic EDINA	Restoran "ADIN"	Dabravine	061-401-234
16	Likic Ahmed	Diskoteka "CITY"	Vares	063-393-133
17	Joic Sreten	Kafe bar "LOVAC"	Vares	
18	Miletovic Zeljko	Izletiste "KUGLA"- Privremeno odjavljeno do Maja 2020.	Ponikva	032-843-508
19	Paric Jasmina	Fast-food "PARIC"	Vares	061-034-031
20	Dodik Dario	Restoran "MLIN" & iznajmljivanje soba	Vares	061-771-583
21	Hinger Zdravko	Sobe u domacinstvu	Mrestiliste	043-650-522-7150
22	Andric Jasna	Restoran "TAVERNA"	Vares	062-951-180
23	Duric Zoran	Kafe picerija "STARI DANI"	Vares	060-352-98-02
24	Klaric Josip	Pansion "Simin Potok"	Simin Potok Zvijezda	061-781-802 032-593-053
25	Purisevic Hanka	Fast food "Nela"	Vares	062-502-474
26	Kevesevic Darko	Kafe bar "Roma"	Vares	066-298-899
27	Hajric Vehida	Buregdzinica "LIDER"	Vares	061-904-274

Crafts and crafts related activity

No.:	Owner:	Type of activity:	Location:	Telephone:
1	Simic Sejla	Frizer	Vares	061-528-644
2	Atlagic Safet	Obucar	Vares	062-380-964
3	Barnjak Alojzija	Fotograf	Vares	063-327-902
4	Besic Asim	Limar-zavarivac	Vares	061-994-649
5	Botic Kenan	Auto mehanicar	Dabravine	061-234-163
6	Brkic Elma	Frizer	Vares	062-969-565
7	Bulbulusic Mahir	Frizer	V.Majdan	061-686-279
8	Fazlic Jadranka	Frizer	Vares	061-617-186
9	Ganic Kasim	Elektroinstalater	Kokoscici	
10	Gavric Mato	Stolar	Vares	061-410-409
11	Gogic August	Kovac	Ocevija	061-787-874
12	Halkic Belma	Frizer	Vares	061-105-006
14	Jozeljic Drazen	Kovac	Ocevija	061-186-785
				064-471-942
15	Prkic Marin	Auto mehanicar	Vares	061-416-483
16	Salketic Avdo	Obrt	Dabravine	061-422-967
17	Subasic Izudin	Vulkanizer	Vares	065-174-928
18	Subasic Teufik	Stolar	Vares	
19	Tojcic Branka	Kucne rukotvorine	Vares	
20	Tojcic Zora	Frizer	Vares	
21	Velic Ejub	Frizer	Vares	
22	Vijackic Alojz	Frizer	Ocevija	061-327-778
23	Zubaca Sead	Frizer	Vares	
24	Zutic Semsudin	Radio-TV servis	Vares	061-104-509
25	Jozic Pero	Stolar	Ivancevo	
26	Zubaca Enida	Frizer	Vares	062-163-571
27	Mahmutovic Dervis	Stolar	Stupni Do	
28	Ajanovic Samir	Auto mehanicar	Dabravine	061-753-487
29	Alihodzic Vehbija	Stolar	Miznovici	
30	Fatic Dervis	Internet portali	Budozelje	061-401-293
31	Surkic Stjepan	Obrada metala	Pogar	
32	Tomic Radomir	Autopraonica	Vares	061-793-032
33	Ibrisimovic Edin	Stolar	Mijakovici	
34	Rozajac Elvis	Stolar	Ravne	061-836-445
35	Kovacevic Alena	Proizvodnja peleta	Ponikva	062-410-406
36	Jusic Dzenan	Izrada slika		
37	Paric Emina	Frizer	Vares	061-623-763
38	Likic Huso	Stolar	Stupni Do	060-350-6623
39	Pajt Elvedin	Gradevinski radovi	Budozelje	061-551-739
40	Likic Miralem	Stolar	Vares	
41	Gogic Eugen	Kovac	Ocevija	061-186-345

42	Berberovic Lidija	Obrt	Pogar	
43	Stjepanovic Mara	Obrt	Pajtov han	
44	Botic Selma	Frizer –promjena Rj. Od 2.12.2019.	Dabravine	
45	Budimlic Almer	Auto mehanicar	V. Majdan	061-028-880
46	Abadzija Anes	Proizvodnja peleta	V. Majdan	061-664-319
47	Hrustanovic Amela	Optika "LENS"	Vares	061-838-978
48	Kapetanovic Samir	Stolarija "JAVOR-STIL"	Ravne	061-439-400

Trade actions with registry number

No.:	Owner:	Company:	Place:	Telephone:
1	Ajanovic Anesa	Trgovacka radnja "ANELA"	V. Majdan	062-748-126
2	Alihodzic Husein	Trgovacka radnja "Maloprodaja"	Miznovici	
3	Beganovic Sahudina	Trgovacka radnja "MOSUS"	Vares	062-552-241
4	Besic Haris	Trgovacka radnja "BESIC"	Strijezevo	
5	Besic Mejra	Trgovacka radnja "MiS-Prom"	Vares	061-105-554
6	Besic Samir	Trgovacka radnja "NADZA"	Strijezevo	061-105-554
7	Franjic Drazan	Trgovacka radnja "FRANJIC", Mesnica	Vares	061 757 283
8	Hercegovac Nura	Trgovacka radnja "RUNICE"	Strijezevo	
9	Hodzic Edina	Trgovacka radnja "Mjesovita roba "	Kokoscici	
10	Ljevak Ivona	Trgovacka radnja „Orhideja“, Cvjecara	Vares	032-843-083
11	Josipovic Jasenko	Trgovacka radnja "SAN"-odjavljena	Dastansko	061-796-348
12	Kapetanovic Mersiha	Trgovacka radnja "BAMBI"	Vares	061-871-085
13	Kapetanovic Zineta	Trgovacka radnja "KULA"	Vares	
14	Kokor Zdenka	Trgovacka radnja "AMI"	Vares	
15	Likic Damir	Trgovacka radnja "LD&E"	Vares	061-246-088
16	Petrovic Anelka	Trgovacka radnja "Petrovic"	Pogar	062-764-945
17	Janjos Zahida	Trgovacka radnja "DIJANA"	V. Majdan	061-866-343
18	Rozajac Marija	Trgovacka radnja "DAR"	Vares	061-528-444
19	Musa Azra	Trgovacka radnja "MAJRA"	Vares	
20	Smajic Fadil	Trgovacka radnja "Minimarket"	Dabravine	

21	Sucic Eugen	Trgovacka radnja Poljooprema”	Vares	061-874-796
22	Zutic Fikreta	Trgovacka radnja “MRKVA”	Vares	
23	Muratspahic Almin	Trgovacka radnja “HRID”	Budozelje	
24	Fatic Amra	Trgovacka radnja “Poljoprivredna trgovina “HERICI	Budozelje	
25	Operta Meliha	Trgovacka radnja “MELI”	Vares	061-596-433
26	Zaimovic Fadila	Trgovacka radnja “ZAIMOVIC-KRISTC” VARES	VARES	
27	Botic Anesa	Trgovacka radnja “Auto dijelovi BOTIC”	Hodzici	061-448-942
28	Bajric Nafiz	Trgovacka radnja “DEJNA”	Budozelje	

Agricultural activity

No.:	Name and surname:	Place:	Type of activity:
1	Alihodzic Miralem	Miznovici	Stocarstvo
2	Babic Dubravko	Strica	Prerada voca
3	Babic Josip	Zarudje	Stocarstvo
4	Basic Adis	V. Majdan	Pcelarstvo
5	Begic Halid	Vares	Stocarstvo
6	Begic Hasan	Vares	Stocarstvo
7	Bozic Srdan	Strica	Uzgoj ribe
8	Duric Slobodan	Dubostica	Ljekovi
9	Franjic Ljerka	Strica	Stocarstvo
10	Karamustafic Sadudin	Kokoscici	Stocarstvo
11	Mircic Marko	Przici	Peradarstvo
12	Pasalic Milijan	Sjenokos	Stocarstvo
13	Zubaca Sead	Strijezevo	Stocarstvo
14	Hrsumovic Salem	Ligatici	Stocarstvo
15	Ahmedovic Edin	Dastansko	Stocarstvo
16	Toicic Vukana	Strica	Stocarstvo
17	Eskic Kazafer	Ligatici	Pcelarstvo
18	Simic Leon	Pogar	Stocarstvo
19	Musa Munever	Budozelje	Pcelarstvo
20	Josipovic Ciprijan	Dastansko	Stocarstvo
21	Ibrisimovic Edin	Mijakovici	Stocarstvo
22	Besic Mahira	Strijezevo	Stocarstvo
23	Bajramovic Sifet	Vares	Poljoprivreda
24	Ruzic Kresimir	Pogar	Uzgoj svinja
25	Dusper Ivo	Mir - Vares	Uzgoj svinja i proizvodnja povrca

26	Karamustafic Eldar	Kokoscici	Stocarstvo
27	Djakovic Blasko	Vares	Stocarstvo
28	Pajt Adis	Budozelje	Uzgoj mlijecnih goveda
29	Kamenjas Serif	Pomenici	Pcelarstvo
30	Cajic Jasmin	Vares	Uzgoj bobicastog voca

Taxi - Registry number

No.:	Name and information:	Telephone:
1	CURTIC (Muje) REJHAN ulica Zvijezda	061-797-110
2	CIZMO (Avdije) MIRZET Camilov potok br.39.	061-607-611
3	SOKIC (Franje) MARIO Put mira br.14.	061-336-891

Transportation

No.:	Name and surname:	Location
1	Ahmedovic Akif	Vares
2	Ahmedovic Daris	Vares
3	Imamagic Adis	Vares
4	Likic Esref	Stupni Do
5	Ahmedovic Dzenan	Dastansko
6	Ahmedovic Sanel	Dastansko
7	Simic Mladen	Radosevici
8	Dzido Ermin	Vares

APPENDIX 4
ESIA DISCLOSURE REPORT

ESIA DISCLOSURE REPORT

This document summarises the engagement carried out during the disclosure period of the ESIA for the Vares project, and summarises comments received, as well as indicating where and how these comments have been addressed in the ESIA and associated documentation. **ESIA DISCLOSURE PERIOD: 27.10.2021. - 27.12. 2021.**

ESIA DISCLOSURE ACTIVITIES

1. ESIA and NTS (Non-Technical Summary) Distribution

ESIA material and NTS (English and Bosnian versions) are published on: EBRD website (link: <https://www.ebrd.com/work-with-us/projects/esia/dff-adriatic-metals.html>); Eastern Mining website (link: <https://www.easternmining.ba/esia-information/>); website of radio Bobovac (link <http://radiobobovac.com/portal/index.php/vijesti/ostalevijesti/item/3979-procjena-utjecaja-na-okolis-i-drustvo-esia-kompanije-eastern-mining>)

NTS also, was delivered in print to the PLC members, the Municipal Council members, to residents of the affected communities - Borovica, Semizova Ponikva, Pogar, Polozac, Osredak, Przici, Tisovci, Dastansko, Visnjici, Mir and Bijelo Borje.

2. Meetings and ESIA presentations

Meetings were held with representatives of the Public Liaison Committee, representatives of Project affected communities, representatives of municipal authorities - the Mayor and the Municipal Council.

3. Radio Bobovac interviews

Several interviews were organized with representatives of the company and the environmental and social management team. In the live program, listeners of Radio Bobovac were able to ask questions about ESIA.

4. Social Media campaign

The social media campaign was intensified during the ESIA disclosure period.

5. Questions, comments, suggestion received via mail

NTS (Non-Technical Summary) Distribution / door-to-door visits

Distribution of non-technical summary was on 05.11.2021, at the community of Rupice which includes: Donja and Gornja Borovica, Semizova Ponikva, Polozac, Osredak and Pogar and also at the community of Veovaca which includes: Visnjici, Dastansko, Przici, Brezik and Tisovci. Also, during this division, households located near the route of the road were included, and distribution was performed in villages: Mir, Bijelo Borje and Vijadukt.

On that occasion, Members of the Environmental and Social Department spoke with residents from each household located in the locality. The following non-technical summaries were distributed:

- Semizova Ponikva – 4
- Polozac – 2
- Pogar – 31
- Osredak – 1
- Donja Borovica - 13
- Gornja Borovica – 15
- Visnjici - 10
- Dastansko - 39
- Przici - 15
- Brezik – 13
- Tisovci – 15
- Mir -1
- Bijelo Borje - 1
- Vijadukt - 2

Comments and questions received:

- „The new road route will be of great help as well as the Project itself, positive opinions for environmental care, I am familiar with measuring air quality in our immediate environment.“
- „I expect that nature is clean, environment is preserved and protected, that the air quality is good.“
- „I agree with this project, let the youth come and get employed.“
- „I am hoping that this project will bring good to everyone.“
- „Dear, In my opinion, Eastern Mining has taken and is taking everything necessary to protect the environment. They are very communicative with people, so I personally have no objections or suggestions. Just say praise for this company and wish it in my local community.“
- „Let something be built, my child.“
- „I already give my consent for granting a parcel for road construction.“
- „It suits me, let it work, for young people to get a job! I expect them to respect and protect water and air.“
- "I want this company to work and Vares to run again - I personally have no use from it, but I would like Vares to come to life once again and for the youth to be employed. I am retired,

but I expect it because of my young sons and brides. I expect water and air to be preserved - I see how you work and I don't think there is cheating.,,

- "All the activities undertaken by the Company so far have been shown in a positive light. We hope that it will be same in the future. The attitude towards young people who are given a chance and an opportunity to find themselves there is especially positive. We hope that this will be a great economic shift for our local community as well as for the Company."
- "I hope that the mine operation will be carried out in accordance with all legal regulations."
- "Support for employment and local community development."
- "I have no objections to this Environmental and Social Impact Assessment, and I hope, and I believe, that it will be implemented in practice. I am pleased that the crusher will be dislocated from Tisovci to Rupice, because a lot has been achieved to reduce noise and dust. I would commend your understanding of working with the local community which is reflected in many examples. I wish you a lot of success in your future work. GOOD LUCK!"
- "Just let new people come and let it work. Just let new people come and let it work."
- "Support for Project!"
- "Support to Eastern Mining company in activities."
- "I fully support the project and employment of young people. Good luck in your future work!"
- "I support work of your Company. I hope that you will continue to work and it is better to do something than nothing in any case."
- "As a former employee of mining, I am happy that it is starting again in Vares. Let something happen."
- "I'm happy with the Company, it's great."

* Names of persons commenting are anonymous in this report, known to Eastern Mining.

Meetings and ESIA presentations

PLC session - Public Liaison Committee
Date: 29.10.2021
Time: from 15:30 to 17:30 hrs

Seventh session of the Public Liaison Committee. In addition to the regular topics for discussion, the focus of this session was the presentation of the Environmental and Social Impact Assessment (ESIA) by the Environmental and Social Management team to committee members. Through the sessions, the members of the Committee were acquainted with the entire process of obtaining the Environmental and Social Impact Assessment, and the receipt of this study was positively accepted by all members of this body.

Question	Answer
Does the water source named Mrijestiliste have capacity to supply villages as well? Is there a possibility for the local population to be connected to the underground powerline?	Mr. Adnan Teletovic, General Manager of Eastern Mining, stated that there are solutions for the realization of the complete situation and that everything is going according to plan and that it should be directly agreed with Elektroprivreda for further solutions, and that the Company will offer the same. From the beginning, the company is correct in its activities related to waters and that studies have been done to avoid the occurrence of wastewater. He pointed out that success had been achieved in that regard. As for Rupice, Mr. Teletovic stated that there are a couple of processes that need to be defined in terms of tailings.
Has the Foundation already received requests?	Mrs. Vildana Mahmutovic answered that it was, but that the applicants still did not clearly understand that the Foundation has clearly defined criteria and areas of activity. She also added information related to the Adriatic Foundation, ie that the Foundation will announce a competition for 25 scholarships for high school students and students from the municipalities of Vares, Kakanj and Breza. She also stated the conditions for applying in case one of the members needs to apply.
Is the cause of the dried-up water sources an extreme drought this year or something else related to the Project activities? Statement about six livestock died on farm in the village Vukanovici and asked if drought was to blame or whether there was a possibility that the heads drank mud mining from the work site in Rupice and same questions as previous regarding electricity supply.	Mr. Adnan Teletovic suggested that the company, together with the Municipality and local communities, turn to Elektroprivreda to find a technical solution to do so, to make a letter to them, and the company will certainly try to help urge to solve the problem. Mr. Adnan Teletovic explained that mud is actually a type of clay that is harmless, safe and that it has been analysed and that there are no chemicals that are dangerous. The company's activities are not related to the death of cattle/livestock. Ms. Aida Ahmedovic added that contact to Veterinary Station was suggested in that time and that it is a pity that they did not contact Veterinary Station in order to dispel any kind of

Question	Answer
Suggestion to launch an initiative between local communities to go to Zenica when works on the underground electricity line start for the company, in order to connect local communities located nearby to underground powerline.	suspicion. Mrs. Vildana Mahmutovic added that company Eastern Mining has hired a hydrogeologist and that he will visit the sources and analyse areas.
One of members expressed gratitude to Eastern Mining company for the donation for renovation project of the Children's Park in Vares Majdan.	Mr. Adnan Teletovic added that the initiative should come in front of the Municipality and local communities with the support of Eastern Mining, and that the company will certainly prepare approval for this activity, but that Elektroprivreda is obliged to implement this activity.

* Name of persons asking question and institution they are representing are anonymous in this report, known to Eastern Mining.

Local community (LC) Meeting
Date: 09.11.2021
Time: from 15:00 to 15:50 hrs

On Tuesday, 09.11.2021., in the hall of the Vares Municipality a meeting of the Eastern Mining representatives with the presidents of the local communities affected by the Project: Dragovici, Borovica, Przici, Vares Majdan, Mir, Pogar and Vares was held with the aim of presenting the Environmental and Social Impact Assessment (ESIA).

In her introductory address, Aida Ahmedovic, Coordinator for Social Management, thanked all those present for coming and invited Adnan Teletovic, Executive Director, to address them. Mr. Teletovic addressed the audience and thanked them for coming and stressed the importance of the Environmental and Social Impact Assessment for the entire project and stated that Vares will be the largest construction site in BiH next year given the planned construction of a new road route, processing plant and mine at Rupice.

Vildana Mahmutovic, Environmental and Social Manager, presented the basic characteristics of the Environmental and Social Impact Assessment and the way in which all interested parties can download and get acquainted with the complete ESIA.

Danira Zanic, Environmental and Social Associate, presented the impact on the environment through monitoring of air quality, noise, soil and biodiversity, and Aida Ahmedovic presented the social impact and activities carried out in the local community and those planned in the field of employment, land acquisition, traffic, health and safety, and archeology and cultural heritage. Also, Aida Ahmedovic informed those present that on 07.12.2021. Public hearing was planned as part of the 60 days of the ESIA disclosure, and all interested parties were invited to attend.

Comments and questions received:

- I, as the president of the one of local community, sincerely hope and want this company to start production at full capacity with maximum respect for environmental protection. This is the only chance for the prosperity of our Municipality of Vares. This project will employ young people, find their places in this company, form their families and thus improve the demographic picture of our Municipality of Vares, which is currently in poor condition. We as a local community want a fair and honest cooperation as we have had so far. I sincerely believe that our requests presented during public discussion held on 31.08. 2020 to be fully met. Our agreements so far have been sincere and fruitful. The catchphrase says: "Where there is no communication, complications arise. BRAVO!"*

* Name of persons commenting is anonymous in this report, known to Eastern Mining.

Focus group I
Date: 17.11.2021
Time: from 14:00 to 16:00 hrs

On 17.11.2021. a meeting/presentation of the Environmental and Social Impact Assessment (ESIA) with Focus group I was held at Administrative building at Tisovci. Focus group I are representatives of local associations of beekeepers, hunters, fishermen and forestry. Discussion after presentation was focused on biodiversity and water sections of ESIA.

Question/Suggestion	Answer	Reference to the final ESIA
Suggestion to increase beekeeping and protect bee swarms and to harmonize nature by planting honey plants as well as shrubs, bushes, and shrubs (low vegetation) and high vegetation for habitats during recultivation and restoration of mine areas in future. *		This topic is defined in the Biodiversity Action Plan in key measures.
Will there be a lot of bends on the planned haul road route, curves next to the planned crossings and because of the animal movement in that area to try to avoid their suffering in some way? Suggestion to put up warning signs so that all drivers would be aware that there is a frequent movement of animals in the area. *	Mr. Adnan Teletovic answered the question - We certainly tried to avoid climbs and curves for safety reasons, but unfortunately due to the configuration of the terrain it is very difficult to find the optimal solution. What we want is, first of all, to limit the speed of the truck by installing a device in each truck with which we will know at any time how fast the vehicle is moving. In any case, attention will also be paid to the curves in terms of enlargement if necessary. Professor Goletic added that at several locations, in consultation with the local population, a camera was set up to monitor the movement of animals. Monitoring via cameras will certainly continue and, in cooperation with the Zvijezda Hunting Association, work will be done to improve the situation.	This topic is defined in the chapter on impact assessment in the section - biodiversity, Table 5.4.10. and also in the Biodiversity Action Plan.

Question/Suggestion	Answer	Reference to the final ESIA
<p>Is the mentioned spring/water source Studenac a spring located near the Mrijestiliste? He received an affirmative answer to the same question. Considering that at certain moments the Studenac spring has a low water flow, can it supply locations Strica, Pogar, Sjenokos and Rupice in those conditions? *</p>	<p>Professor Goletic answered - In the first seven days, a hydrotechnical system with a reservoir at the Rupice site will be supplied from that water source, and then water will be put into the circular closed system, and this source will only be a supplement in terms of what is lost within the system. With the water permit for use issued by JKP Vares, and according to the Law on Waters, the supply of local population from the water source has priority. Mr.Adnan Teletovic also joined this discussion and replied: "That in the month of August, during the greatest heat (the greatest droughts in the last 100 years), continuous water measurements were carried out and that there were no problems with the water supply. The company provided a back-up reservoir as a reserve, regardless of the fact that there are two water mains, one from Vruci potok and the other from Borovicki potok. Water will also be provided to help supply the population of Gornja and Donja Borovica, as there is enough water to supply it".</p>	<p>This topic is defined in the Impact Assessment chapter.</p>
<p>Representative expressed gratitude for presentation and explanations related to the field of beekeeping. He especially thanked the company Eastern Mining for the donation and said that he would justify the donated funds in the future. *</p>	<p>Mr. Adnan Teletovic emphasized that he is glad to participate in projects where progress can be seen, and that part of the profit will be allocated to programs that will improve life in the local community.</p>	

* Name of persons asking question and institution they are representing are anonymous in this report, known to Eastern Mining.

Focus group II
Date: 23.11.2021.
Time: from 15:00 to 16:00 hrs

On Tuesday, 23.11.2021, a meeting for the presentation of the Environmental and Social Impact Assasement (ESIA) was held with the Focus group II at the Information centre Vares. Focus group II are represenatives of local tourism assosiation, scouts, library and organization focused on culture and history promotion and prevention.

Question	Answer	Reference to the final ESIA
How is the recycling material from the plateau and the water from the reservoirs disposed of? Who will carry out the measurements of discharged waste elements that pollute the environment? Will the local population be able to use the road that will be used for the needs of the Company? Is there a financial guarantee that your company can provide to the bank before the start of works as a guarantee to the state of BiH and that these funds cannot be withdrawn until the mine is rehabilitated? The question of the operation of crushers and the impact of wind on the dust they create because they contain high level of sulphur that dries the forest. Who will be responsible if the Company does not stick to the plan? *	Mrs. Vildana Mahmutovic briefly explained that material was located at the Veovaca landfill and protected according to the procedures provided for such types of disposals. As the barite will not be processed, it will be disposed of in a new tailing facility, the construction of which will be planned. We leave the possibility that over the years, if there is a need for barite on the market, it can always be put back into operation from area where it was disposed of. It is covered and protected with geotextile material until it is moved to tailing facility. The water from four reservoirs has been released and is not harmful to the environment, and the toxic water from the three reservoirs has been poured into one large reservoir, and a way to solve this problem will be devised. Mrs. Vildana Mahmutovic explained that it will work with authorized institutions, and everything is explained in more detail in the ESIA. As part of the answer to this question, examples of some companies that did not complete the task of environmental protection were mentioned. Mrs. Vildana Mahmutovic explains that the possibility of use has been left with the development of signalling systems and other solutions. Mrs. Mahmutovic explains how the Law	The topic of connections for the implementation of measures of waste elements is defined in the chapters on Greenhouse Gases and Hydrology. The topic related to the new route is defined in the chapter Introduction and Project Description.

Question	Answer	Reference to the final ESIA
	<p>on Mining determines exactly how the problem is regulated while the ore is being exploited, concession fees are paid to the state, and certain funds are allocated to the Rehabilitation Fund. There is an account of where these funds are deposited and who can manage them. Mrs. Vildana Mahmutovic explained that they will take all protection measures, but that dust as dust and metal deposition can occur. At the same time, they left space for interested persons to be provided with contact numbers for information and all other issues. Mrs. Vildana Mahmutovic explains that the Company has all the environmental permits for which it took them a very long time. MS. Aida Ahmedovic also emphasized that such a project is very important at this time when the economy is stagnant, young people are leaving and it is difficult to see a way out of everything.</p>	
<p>Whether there are changes in relation to the previously presented route of the haul road? *</p>	<p>Ms. Aida Ahmedovic and Mrs. Vildana Mahmutovic each from their field of work answered alternately that there were deviations and shifts of the route, somewhere due to the terrain, and in Semizova Ponikva and other places to move the route away from private residential building.</p>	

ESIA FEEDBACK FORM – comment received after presentation in written form:

* Dear Sirs, after studying your entire project on Environmental and Social Impact Assessment, I can say with certainty that there are no concerns or suggestions on my part. Everything was decisively written and done, and based on and therefore it can be estimated that this is a project whose main role is to improve the situation for the Municipality of Vares and the citizens of the said Municipality. As the President of the Association of Scouts Zvijezda Vares, we would like to thank you for your contribution and help for Vares and we wish you luck in achieving your goals regarding the project. With respect!

* Name of persons asking question and institution they are representing are anonymous in this report, known to Eastern Mining.

Focus group III
Date: 1.11.2021
Time: from 14:00 to 15:00 hrs

On 01.12.2021. a meeting was held with Focus group III for the presentation of Environmental and Social Impact Assessment at the Administrative building at Tisovci. Focus III group are religion institution representatives from Vares.

Question	Answer	Reference to the final ESIA
<p>Are there any negative occurs that are expected and how will they be resolved? As for the water at the Mrijestiliste water source, is the population of the area in agreement, given that certain counter-effects were mentioned in the conversation with the parishioners? *</p>	<p>Mr.Adnan Teletovic replied that we can currently list dust as a negative phenomenon, but a solution to this problem has already been planned by regularly sprinkling the roads with water, and near populated areas where the route will pass, parts of the route will be paved. In terms of capacity, there will be no problems as this has been one of the driest years and measurements made at that spring have shown that there is enough water for the area. And we already have two water supply systems in Rupice for the needs of the mine, one from Vruci potok and one from Borovicki, so all the water that will be used will be recirculated in the system, that is, the water will be purified and reused. Our goal is to cover all aspects in order to make it as acceptable as possible from the environmental aspect, but also from the social aspect, and we would certainly not prioritize the Project in relation to the population.</p>	<p>This issue is addressed in the chapter Alternative Assessment - 6.4.6. Water management alternatives. It is also found in the Non-Technical Summary</p>

* Name of persons asking question and institution they are representing are anonymous in this report, known to Eastern Mining.

Municipal Council session
Date: 30.11.2021
Time: from 14:00 to 16:00 hrs

On 30.11.2021. in the hall of the Municipality of Vares, a presentation of the study Environmental Impact Assessment (ESIA) was held by the representatives of Eastern Mining to the councilors of the Municipal Council Vares.

Question	Answer	Reference to the final ESIA
<p>Does the use of wood as well as the work of the sawmill factory create a high level of dust deposition in the Dastansko area, which according to the ESIA contains high levels of lead, nickel and arsenic above the national standard. It turns out that the area is already polluted with particles of heavy toxic metals, which may be due to the Company's previous activities. I find it hard to believe that this is a consequence of the above, by that logic we can expect a similar result of dust deposition in other local areas and given the corrupt country we live in there is a justified fear that the initial existing data on air and soil quality may in some way would a "reserve" be obtained for later, actual air and soil pollution? How will the use of water from Zagarski potok, for which the level of pollution is planned, be resolved, given that it has so far been used for stray dogs housed in the old building of the Iron Ore Mine?</p> <p>Are there endemic species at the sites?</p> <p>What about all aspects in the</p>	<p>Mrs. Vildana Mahmutovic answered the questions that detailed research was performed for all four seasons and it was stated that the pollution values are low and that the air is classified in the form of the first category of low value, but lead, nickel, arsenic and other metals were found during the research. . The obligation of the Company in the coming period is to continue monitoring pollution and changes. Measurements were also performed by the Institute that has accreditation for such activities. Zagarski potok will be culverted with leaving gaps for species that gravitate to the area, the natural streambed will be preserved and there will be no change in water quality. As part of the second question, the third question was answered that endemic species will not be endangered. Mr. Adnan Teletovic replied that in case of sale of the Company, although there are no current indications, the Municipal Council and the Municipality of Vares should support the new buyer, provided that the obligations of the Company that would buy the site would be to preserve the current tendency to research and preserve the environment. The research will continue, and work will be done on the expansion of the site. He also answered the question regarding the rehabilitation/sanitation of the terrain after the research works. In parallel with the research works, already</p>	<p>Topics related to endemic species are specified in the chapter Biodiversity, as well as in the Biodiversity Action Plan. Should we also address air quality here?</p>

Question	Answer	Reference to the final ESIA
case of selling the Mine's investment to another company that will not care about protecting the local community? What about the sanitation of the terrain after the drilling after the research works on the micro locations where the drilling works were completed?	explored drillholes are being closed and repaired. In the coming period, there will be a special geological service that will focus on further exploration and closure of drillholes. We have at least one inspection per year, so we are looking to put each well in its original condition, and that is also our obligation.	
How will the transport network affect the local community?	Vildana Mahmutovic explained that trucks will be sprayed with water, as well as the route itself where it's needed. Asphaltting will be carried out in certain places, and at the same time the route will be relocated near water protection zones.	
One council member praised the work of the Company so far and appealed to the management to listen to local companies in order to use their capacity in projects and jobs that can offer Eastern Mining in their research and work.		
Comment form council member "I would like to thank you for visit and ESIA presentation and say that the Company is already leaving a strong and recognizable mark both in local communities and beyond. And she mentioned that it would be good for our Municipality as well as for BIH to have more such companies."		

* Name of persons asking question are anonymous in this report, known to Eastern Mining.

FEEDBACK RECEIVED ON EMAIL

Questions, comments, suggestion received via mail	Answer	Further conversation
<p>Dear, With the aim of transparent insight into the scope of research presented in the Biodiversity Action Plan/Figure 1. Appearance of the Vares project page no. 3 and Figure 6. Agreed habitat management areas page no. 25, please provide me with the Shape File of these maps shown in the above document. Thank you very much for your understanding! Elvedin Sabanovic PhD</p>	<p>Dear Mr. Sabanovic, thank you for your interest in our project and research in the field of environment that we conducted in the Municipality of Vares. Thank you for taking the time to participate in our public presentation in the hall of the Municipality of Vares 07.12.2021. when we answered your questions. Before we provide you with the requested data (especially in the Shape File format and the entire Study on Biodiversity Research, which we said to provide at a public presentation), we suggest that we organize a meeting with our associate for biodiversity, Prof. PhD Sefket Goletic, in order to better understand your need for these documents, given that these are copyrighted works. Also, prof. PhD Sefket Goletic, who spent the whole year researching biodiversity, will certainly be more competent to answer your additional questions.</p>	<p>Dear, Thank you for your answer. Since the potential meeting is in the best interest of your company, I will be very happy to respond if you organize it as it was said at the presentation held in Vares. Best regards! Elvedin Sabanovic PhD</p>
<p>Dear Sirs, Please if you are able to provide me with a map from the published material on biodiversity under the name "Figure 6. Agreed habitat management areas" in kml format. Anonymous</p>	<p>Dear, Thank you for your interest in our project and research in the field of environment that we conducted in the Municipality of Vares. Thank you for taking the time to participate in our public presentation in the hall of the Municipality of Vares 07.12.2021. when we answered your questions. Before we provide you with the requested data (especially in the Shape File format and the entire Study on Biodiversity Research, which we said to provide at a public presentation), we suggest that we organize a meeting with our associate for biodiversity, Prof. PhD Sefket Goletic, in order to better understand your need for these documents, given that these are copyrighted works. Also, prof. PhD Sefket Goletic, who spent the whole year researching biodiversity, will certainly be more competent to answer your additional questions.</p>	<p>Dear, I look forward to hearing from you. I understand what it says in the mail. But without the required documents, primarily maps of the area and the full section on biodiversity, I am not able to prepare for the meeting. So the undocumented meeting itself plays no role to me. I look forward to meeting you. But please allow me to prepare well so I am ready to come to the meeting. And it is possible that I will be satisfied with the received data, so I will not have any additional questions at the meeting.</p>

Questions, comments, suggestion received via mail	Answer	Further conversation
		Kind regards Anonimus
<p>Did the company plan to protect private buildings and property-land from possible erosion during the construction of the haul road, ie soil movement under the road or part of the ore to be transported to pollute the private land. Since my property is located 50 meters from the road that will transport ore and the ground is very soft with a large slope, there is a real possibility of landslides on my property. Is it planned to build a retaining wall or something similar to prevent possible landslides.</p> <p>Jasenko Malbasic</p>	<p>Dear, Mr. Malbasic, thank you for your inquiry and interest in environmental issues. Regarding the route of the road and the possibility of erosion, we would like to emphasize that these issues are addressed in The Soil, Contaminated Land and Erosion Control Management and according to the company's policies, no works or usurpation of private property without the consent of the owner. The contract signed with the landowner clearly defines these conditions. You express fear for the plots/parcels that are in the immediate vicinity and certainly our policies and procedures apply to them as well. ESIA and accompanying plans are just guidelines and what we are currently working on, and related to the route of the road is the development of the main project of the road Rupice-Tisovci (approx. 25 km). The main project will include a complete road with detailed solutions when it comes to cuts, embankments, rainwater drainage, etc., and for sections of the road where there are or are found to be possible from erosion, landslides, undercutting and similar processes, appropriate remedial measures will be given for these parts in order to stabilize the road and prevent the possibility of endangering other buildings, private property, land, etc.</p> <p>If you need more details, feel free to contact Ms. Aida Ahmedovic at phone number: 062 021 158, to organize a meeting with our project team.</p> <p>Respectfully, Department of Environment and Social Management.</p>	/

Public presentation ESIA
Date: 07.12.2021
Time: from 14:00 to 18:00 hrs

On Tuesday, 7.12.2021. in the hall of the Municipality of Vares representatives of Eastern Mining held a public presentation of the Environmental and Social Impact Assessment (ESIA). Public presentation was organized in two terms, during work hours and after. Presentation was with support from Wardell Armstrong representative, Kate Harcourt company environmental and social consultant and all followed by EBRD representative Freddy Shaoul.

Question	Answer
Admir Cizmo asked how the impact of pyrite decomposition on Rupice will be regulated?	Mr. Adnan Teletovic replied: "Regarding pyrite, the change that has taken place from the PFS study to the FS study is that we have eliminated barite as a concentrate due to the current market situation, although we have left the possibility for potential use in the future. The goal is to return most of the tailings that will be produced during processing back to the mine, because the underground chambers will be filled with cement paste, which, from the ecological aspect, is much less likely to cause any leaching. I agree with you that this material will stay on the tailings for a while, but in any case it will be a dried material that will have a certain level of humidity, so there will be no dust, because it will be in a semi-dry condition, where it will not spoil. "
Admir Cizmo asked how wastewater from the tailings will be treated?	Mrs. Vildana Mahmutovic answered - When the ore is extracted, there will be a temporary storage facility where all wastewater will be collected and treated. We have 13 buckets set up at the Rupice site, where we tried to simulate what kind of water we can expect. All wastewater was sent for analysis. In this field, we have hired expert Mr. Joe Crummy, who is a doctor of science in the field of acid waters. What will be done in the next period is to define how to neutralize mining waters during tailings disposal so that an acidic environment is not created. As for the tailings that are planned on Veovaca, we collect all leachate and they are not discharged into the Mala Rijeka, but after adequate treatment, they return to our plant by recirculation. Sanitary and wastewater that we treat and leachate from tailings are returned to the plant and thus reduce the water intake from Lalica mlin.

Mr. Elvedin Sabanovic praised work so far and pointed out that he is an expert in the field of biodiversity. In this regard, he said: "When it comes to vascular flora, Vares is an environment that was recognized as rich long time ago. I think that the Biodiversity Action Plan, in the part of the vascular flora, is insufficient, the zero situation on the terrain is somewhat different. You mentioned that there are 8 rare, endemic species of plants, and there are certainly 40 species. " He suggested that other experts on the issue be involved and pointed out that the best period for spring-summer flora is to go out on the field because the zero condition is not good.

Mrs. Vildana Mahmutovic answered that in addition to the Biodiversity Action Plan, detailed research was done and included in the study of 370 pages, conducted by the University of Zenica under the leadership of prof. PhD Sefket Goletic. She suggested that an operational meeting be organized and that the study also be made available.

Camil Omerhodzic took the word and pointed out that there are over 600 tombstones in Vares, and that in the area of Rupice there is Gradina, an Illyrian settlement 2000 years old. In addition, he mentioned the presence of over 50 species of wild orchids in the Vares area and stressed the importance of caring for and preserving these treasures.

Ms. Aida Ahmedovic emphasizes that the company's goal is to preserve the environment, as well as protect the cultural heritage of this area.

Enida Imamagic asked the question; „Do you have a concrete plan and more information for opening a clinic in Vares“

Mr. Adnan Teletovic replied: "The contract with the clinic we are currently negotiating with has not yet been finalized. Talks are still ongoing, they also talked to representatives of the Municipality. Two sites are currently under consideration. What we will do in the next period is to organize a meeting with the representatives of the clinic who will give more information about the possibilities they offer. "

Stjepan Simic asked the question: "Is it possible to find ESIA online in one of the official languages of BiH?"

Mrs. Vildana Mahmutovic replied that the complete ESIA was published on the EBRD and Eastern Mining websites in Bosnian and English languages. Ms.Aida Ahmedovic added that ESIA is also on the page of Radio Bobovac.

ESIA Dissemination
Date: 08.12.2021
Time: from 14:00 to 16:30 hrs

The dissemination event was held on 8 December 2021 with the aim of presenting the ESIA study and its results. This event brought together representatives of federal and cantonal government institutions and agencies such as British Embassy BiH, Ministry of agriculture, forestry and water management ZDK, Federal Ministry of Spatial Planning, Ministry of energy, mining and industry FBiH, Ministry of Environment and Tourism FBiH, Sava River Water Agency, Ministry of Economy, Forestry ZDK, Institute “Kemal Kapetanovic” Zenica, Enova Sarajevo, Eastern Mining E&S team, German Corporation for International Cooperation GIZ, JKP Vares, European Bank for Reconstruction and Development EBRD and Wardell Armstrong International WAI.

After the presentation, attendees had the opportunity to ask a question and give their comments. This event passed in a pleasant and positive conversation. The exchanged opinions and received comments were in the tone of praise for the completed study, the company's commitment to fulfilling all aspects of the environment and society, and that this approach and way of working sets the company apart from others in the region.

SOCIAL MEDIA CAMPAIGN REPORT

Internal social media coverage	Date	Stakeholders	Nature of engagement and topics presented/discussed	Link	
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	27.10.2021	Followers, Audience, Subscriptions	We have published our Environmental and Social Impact Assessment for public inspection. To read the documentation or send an inquiry, visit our website.	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3048122098842358/	
		Local Community, Employees,			https://www.easternmining.ba/esia-information/
		Employees family, Investors, Government, Business Partners.			https://www.adriaticmetals.com/sustainability/esia/
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	29.10.2021	Followers, Audience, Subscriptions	On 29.10.2021. The seventh session of the Committee for Relations with the Local Community was held and the receipt of this study was positively accepted by all members of this body.	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3052177305103504/	
		Local Community, Employees,			
		Employees family, Investors, Government, Business Partners.			
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	10.11.2021	Followers, Audience, Subscriptions	Interview with Paul Cronin CEO at Adriatic Metals plc for ESIA study	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3059861694335065/	
		Local Community, Employees,			
		Employees family, Investors, Government, Business Partners.			
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	19.11.2021	Followers, Audience, Subscriptions	Interview on Radio Bobovac about ESIA Project with Vildana and Aida	http://radiobobovac.com/portal/index.php/podcast/item/3977-razgovor-o-projektu-esia-kompanije-eastern-mining	
		Local Community, Employees,			
		Employees family, Investors, Government, Business Partners.			
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	26.11.2021	Followers, Audience, Subscriptions	Interview with Adnan Teletovic on current activities and ESIA on the link below:	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3072464669741434/	
		Local Community, Employees,			
		Employees family, Investors, Government, Business Partners.			
Facebook, Twitter, Instagram, LinkedIn, Website	02.12.2021	Followers, Audience, Subscriptions	30.11.2021. Representatives of our company had the honour and opportunity to hold a presentation of the study Environmental and	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3076750585979509/	
		Local Community, Employees,			

Internal social media coverage	Date	Stakeholders	Nature of engagement and topics presented/discussed	Link
Eastern Mining & Adriatic Metals		Employees family, Investors, Government, Business Partners.	Social Impact Assessment (ESIA) to councillors of the Municipal Council of Vares. You can listen to the presentation at the link below:	
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	03.12.2021	Followers, Audience, Subscriptions Local Community, Employees, Employees family, Investors, Government, Business Partners.	Announcement	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3077439699243931/
Facebook, Twitter, Instagram, LinkedIn, Website Eastern Mining & Adriatic Metals	10.12.2021	Followers, Audience, Subscriptions	Respecting the EBRD PRs, we approach all stakeholders in a completely transparent and open manner. After a series of presentations and meetings with various stakeholders, on December 7, 2021. we held a public presentation of the Environmental and Social Impact Assessment. The presentation was also attended by representatives of the EBRD, the company Wardell Armstrong ltd, which made the assessment, as well as our foreign consultants. We thank everyone for their participation, comments and praise, and we hope that we will continue to cooperate successfully to the mutual satisfaction.	https://www.facebook.com/EasternMiningBiH/photos/a.2310345489286693/3082597428728158/
		Local Community, Employees,	#ESIA #Vares #EBRDPRs	
		Employees family, Investors, Government, Business Partners.		

External social media coverage	Dates	Stakeholders	Nature of engagement and topics presented/discussed	Link
Klix.ba Bosnian web portal	27.10.2021	National, regional and local population	Adriatic Metals made an environmental and social impact assessment, a milestone in the development of the Vares mine	https://www.klix.ba/biznis/adriatic-metals-sacinio-procjenu-utjecaja-na-okolis-i-drustvo-prekretnica-u-razvoju-rudnika-u-varesu/211027123
Vijesti.ba	28.10.2021	National, regional and local population	Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	https://vijesti.ba/clanak/550276/procjena-uticaja-na-okolis-i-drustvo-prekretnica-u-razvoju-rudnika-u-varesu
Biznis.ba	28.10.2021	National, regional and local population	Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	https://biznis.ba/adriatic-metals-procjena-uticaja-na-okolis-i-drustvo-prekretnica-u-razvoju-rudnika-u-varesu/
www.24sata.info	28.10.2021	National, regional and local population	Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	https://24sata.info/adriatic-metals-procjena-uticaja-na-okolis-i-drustvo-prekretnica-u-razvoju-rudnika-u-varesu/
www.fena.ba	28.10.2021	National, regional and local population	Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	https://fena.ba/article/1236221/adriatic-metals-sacinio-procjenu-utjecaja-na-okolis-i-drustvo-rudnika-u-varesu
www.vecernji.ba	28.10.2021	National, regional and local population	Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	https://www.vecernji.ba/vijesti/prekretnica-u-razvoju-rudnika-u-varesu-napravljena-procjena-utjecaja-na-okolis-i-drustvo-1534488
www.radiosarajevo.ba	28.10.2021	National, regional and local population	Gold Rush / The British made an assessment: This is a turning point in the development of the mine in Vares	https://radiosarajevo.ba/vijesti/bosna-i-hercegovina/britanci-sacinili-procjenu-ovo-je-prekretnica-u-razvoju-rudnika-u-varesu/435040

Poslovne novosti	28.10.2021	National, regional and local population			Print Publication
www.bljesak.info	28.10.2021	National, regional and local population		Adriatic Metals has prepared an Environmental and Social Impact Assessment, which is a turning point in the development of the mine in Vares -	https://www.bljesak.info/gospodarstvo/tvrtke/adriatic-metals-pripremio-procjenu-utjecaja-na-okolis-i-drustvo-sto-je-prekretnica-u-razvoju-rudnika-u-varesu/363444
www.obican.info	28.10.2021	National, regional and local population		The British company Adriatic Metals, owner of Eastern Mining, which owns a concession for exploration and exploitation in Bosnia and Herzegovina, made an Environmental and Social Impact Assessment (ESIA) on the Vares Project with two exploration sites Veovaca and Rupica, where significant quantities of precious metals are located. in line with international best practices.	https://www.obican.info/adriatic-metals-sacinio-procjenu-utjecaja-na-okolis-i-drustvo-sto-je-prekretnica-u-razvoju-rudnika-u-varesu/
www.energetika.ba	28.10.2021	National, regional and local population		Adriatic Metals - Environmental and Social Impact Assessment: A Milestone in the Development of the Vares Mine	http://energetika.ba/adriatic-metals-procjena-uticaja-na-okolis-i-drustvo-prekretnica-u-razvoju-rudnika-u-varesu/