Caledonia Mining Corporation Plc

Developing a sustainable business

GRI Index 2024

GRI Content Index for Caledonia Mining Corporation Plc 2024 - ESG Report 2024

Statement of use	Caledonia Mining Corporation Plc has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14: Mining Sector 2024

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
GRI 2: General Disclosures 2021						
1. The organisation and its reporting practices	2-1 Organisational details	2024 ESG Report inside cover and back page		Caledonia Mining Corporation PLC.		
	2-2 Entities included in the organisation's sustainability reporting	2024 ESG Report page 2 – "About this report"		Data in this report refers to Caledonia's only current operating project, the Blanket Mine in Zimbabwe ("Blanket") and all figures relate to this project (unless stated otherwise). The Company has acquired exploration and development projects (i.e. Maligreen, Motapa and Bilboes); however, none of these properties whilst under Caledonia's ownership had significant operating activity during the reporting period and accordingly data and information in respect of these projects provided in this report is minimal.		

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	2-3 Reporting period, frequency and contact point	2024 ESG Report page 2 – “About this report”		This report covers the period 1 January 2024 - 31 December 2024, with the reporting frequency is annual. Contact point is: CParkins@caledoniamining.com		
	2-4 Restatements of information	2024 ESG Report page 58		The reporting unit for “Waste to Landfill” has been revised from m^3 to tonnes. Corresponding adjustments have been applied to data from 2021 to 2023, ensuring consistency in the use of tonnes across all disclosures.		
	2-5 External assurance	-		Data presented in this report have been internally verified and externally reviewed. However, it has not been assured. Caledonia is considering assurance of data in the future.		
2. Activities and workers	2-6 Activities, value chain and other business relationships	2024 ESG Report pages 2, 6, 7, 28-31		Caledonia Mining Corporation PLC. is a gold mining company headquartered in Jersey. It currently has one operational mine (Blanket) and three sites (Maligreen, Motapa and Bilboes) under development in Zimbabwe. Gold produced by Caledonia is sold on global markets, where it is held in significant quantities by governments, central banks, and other official institutions as part of their exchange reserves.		
	2-7 Employees	2024 ESG Report page 7		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-000.B

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
3. Governance	2-8 Workers who are not employees	2024 ESG Report pages 27-32		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-000.B
	2-9 Governance structure and composition	2024 ESG Report pages 10-11		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
	2-10 Nomination and selection of the highest governance body	2024 ESG Report pages 10-11				
	2-11 Chair of the highest governance body	2024 ESG Report pages 10-11				
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 ESG Report pages 10-11				
	2-13 Delegation of responsibility for managing impacts	2024 ESG Report pages 10-11				
	2-14 Role of the highest governance body in sustainability reporting	2024 ESG Report pages 10-11				

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	2-15 Conflicts of interest	-		There were no conflicts of interest observed or reported during the reporting period.		
	2-16 Communication of critical concerns	2024 ESG Report pages 10-14, 35, 44				
	2-17 Collective knowledge of the highest governance body	2024 ESG Report pages 10-11		Further details are provided in the Corporate Governance, and Directors & Management sections of our website.		
	2-18 Evaluation of the performance of the highest governance body	2024 Annual Report		Further details are provided in our 2024 Annual Report.		
	2-19 Remuneration policies	2024 Annual Report		Further details are provided in our 2024 Annual Report.		
	2-20 Process to determine remuneration	2024 Annual Report		Further details are provided in our 2024 Annual Report.		
	2-21 Annual total compensation ratio	2024 Annual Report		Further details are provided in our 2024 Annual Report.		
4. Strategy, policies and procedures	2-22 Statement on sustainable development strategy	2024 ESG Report pages 10-15				

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	2-23 Policy commitments	2024 ESG Report pages 10, 13				
	2-24 Embedding policy commitments	2024 ESG Report pages 10, 13				
	2-25 Processes to remediate negative impacts	2024 ESG Report pages 34-35, 44, 46-61		Caledonia Mining Corporation PLC applies a precautionary approach throughout the mine's lifecycle. When considering modifications to mine plans, we prioritise assessing potential environmental impacts.		
	2-26 Mechanisms for seeking advice and raising concerns	2024 ESG Report pages 13, 34-35				
	2-27 Compliance with laws and regulations	-		There were no significant instances of non-compliance with laws and regulations during the reporting period.		
	2-28 Membership associations			Caledonia Mining Corporation PLC is a member of the Chamber of Mines of Zimbabwe.		
5. Stakeholder engagement	2-29 Approach to stakeholder engagement	2024 ESG Report pages 33-34				
	2-30 Collective bargaining agreements	2024 ESG Report page 44				EM-MM-310a.1

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 ESG Report pages 16-17				
	3-2 List of material topics	2024 ESG Report pages 16-17				
Topic Standards						
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report page 60		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.4.1	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	2024 ESG Report pages 49, 60-61			14.4.2	
	101-2 Management of biodiversity impacts	2024 ESG Report pages 49, 60-61			14.4.3	EM-MM-160a.1
	101-3 Access and benefit-sharing	-	Information Unavailable	Caledonia will review this Topic Standard, which becomes effective on 1 January 2026, and will consider in greater detail how to address it in the next reporting period.		
	101-4 Identification of biodiversity impacts	2024 ESG Report pages 49, 60-61			14.4.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	101-5 Locations with biodiversity impacts	2024 ESG Report pages 60-61		Caledonia will review this Topic Standard, which becomes effective on 1 January 2026, and will consider in greater detail how to address it in the next reporting period.	14.4.5	EM-MM-160a.13
	101-6 Direct drivers of biodiversity loss	-	Information Unavailable	Caledonia will review this Topic Standard, which becomes effective on 1 January 2026, and will consider in greater detail how to address it in the next reporting period.	14.4.6	
	101-7 Changes to the state of biodiversity	-	Information Unavailable	Caledonia will review this Topic Standard, which becomes effective on 1 January 2026, and will consider in greater detail how to address it in the next reporting period.	14.4.7	
	101-8 Ecosystem services	-	Information Unavailable	Caledonia will review this Topic Standard, which becomes effective on 1 January 2026, and will consider in greater detail how to address it in the next reporting period.	14.4.8	
Economic Performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.2.1 14.9.1 14.23.1	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 ESG Report pages 6, 27, 30-33, 36-39 2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.9.2 14.23.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	201-2 Financial implications and other risks and opportunities due to climate change	2024 ESG Report pages 50-51			14.2.2	
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report		Further details are provided in our 2024 Annual Report.		
	201-4 Financial assistance received from government	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.23.3	
Market Presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.	14.17.1 14.21.1	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.2	
	202-2 Proportion of senior management hired from the local community		Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.21.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Indirect Economic Impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.	14.9.1	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 ESG Report pages 8-9, 27-31, 35-39			14.9.3	
	203-2 Significant indirect economic impacts	2024 ESG Report pages 7, 27-32, 35-39			14.9.4	
Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.	14.9.1	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 ESG Report pages 27-28		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.9.5	
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.	14.22.1	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2024 ESG Report pages 13-15		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.22.2	EM-MM-510a.1

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	205-2 Communication and training about anti-corruption policies and procedures	2024 ESG Report page 13		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.22.3	
	205-3 Confirmed incidents of corruption and actions taken	-	Not Applicable	There were no confirmed incidents of corruption and action taken against Caledonia during the reporting period.	14.22.4	
Anti-competitive Behaviour						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.		
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	-		There were no legal actions pending or completed against Caledonia for anti-competitive behaviour, anti-trust, and monopoly practices during the reporting period.		
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as this topic does not require focused management attention.	14.23.1	
GRI 207: Tax 2019	207-1 Approach to tax	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.23.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	207-2 Tax governance, control, and risk management	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.23.5	
	207-3 Stakeholder engagement and management of concerns related to tax	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.23.6	
	207-4 Country-by-country reporting	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.23.7	
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	Not Applicable	Not applicable for Caledonia's mining operations.		
	301-2 Recycled input materials used	-	Not Applicable	Not applicable for Caledonia's mining operations.		
	301-3 Reclaimed products and their packaging materials	-	Not Applicable	Not applicable for Caledonia's mining operations.		

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report pages 48-49, 52			14.1.1	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	2024 ESG Report pages 52-53			14.1.2	EM-MM-130a.1
	302-2 Energy consumption outside of the organisation	2024 2024 ESG Report pages 53, 55			14.1.3	
	302-3 Energy intensity		Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.1.4	
	302-4 Reduction of energy consumption	2024 2024 ESG Report pages 52-53				
	302-5 Reductions in energy requirements of products and services	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
Water and Effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.7.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2024 ESG Report page 55			14.7.2	EM-MM-140a.1
	303-2 Management of water discharge-related impacts	2024 ESG Report page 56			14.7.3	
	303-3 Water withdrawal	2024 ESG Report page 57			14.7.4	EM-MM-140a.1
	303-4 Water discharge	2024 ESG Report page 56		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.7.5	
	303-5 Water consumption	2024 ESG Report page 57			14.7.6	EM-MM-140a.1
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report page 60		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Caledonia has no projects or operations near World Heritage or RAMSAR sites.		EM-MM-160a.3

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	304-2 Significant impacts of activities, products and services on biodiversity	2024 ESG Report pages 60-61				
	304-3 Habitats protected or restored	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report page 54			14.1.1 14.3.1	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 ESG Report page 54			14.1.5	EM-MM-110a.1
	305-2 Energy indirect (Scope 2) GHG emissions	2024 ESG Report page 54			14.1.6	
	305-3 Other indirect (Scope 3) GHG emissions	2024 ESG Report page 55			14.1.7	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	305-4 GHG emissions intensity	2024 ESG Report page 54		Caledonia will address this disclosure in greater detail in the next reporting period.	14.1.8	
	305-5 Reduction of GHG emissions	2024 ESG Report page 54		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.1.9	EM-MM-110a.2
	305-6 Emissions of ozone-depleting substances (ODS)	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.3.2	EM-MM-120a.1
Effluents and Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.15.1	
GRI 306: Effluents and Waste 2016	306-3 Significant spills			Caledonia recorded one reportable environmental incident in late December 2024,	14.15.2	EM-MM-150a.9
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.5.1	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2024 ESG Report page 58			14.5.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	306-2 Management of significant waste-related impacts	2024 ESG Report page 58			14.5.3	EM-MM-150a.10
	306-3 Waste generated	2024 ESG Report page 58			14.5.4	EM-MM-150a.4 EM-MM-150a.5 EM-MM-150a.6 EM-MM-150a.7
	306-4 Waste diverted from disposal	2024 ESG Report page 58			14.5.5	EM-MM-150a.8
	306-5 Waste directed to disposal	2024 ESG Report page 58			14.5.6	
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	308-2 Negative environmental impacts in the supply chain and actions taken	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not Applicable	Not disclosed as the topic does not require focused management attention.	14.17.1 14.21.1	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.3	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.4	
	401-3 Parental leave	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.5 14.21.3	
Labour/Management Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not Applicable	Not disclosed as the topic does not require focused management attention.	14.8.1 14.17.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes			Implemented as required according to company policies and applicable legislation	14.8.2 14.17.6	
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report pages 20-22			14.16.1	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2024 ESG Report pages 20-22			14.16.2	
	403-2 Hazard identification, risk assessment, and incident investigation	2024 ESG Report pages 20-22			14.16.3	
	403-3 Occupational health services	2024 ESG Report pages 24-25			14.16.4	
	403-4 Worker participation, consultation, and communication on occupational health and safety	2024 ESG Report pages 20-22			14.16.5	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	403-5 Worker training on occupational health and safety	2024 ESG Report page 21			14.16.6	EM-MM-320a.1
	403-6 Promotion of worker health	2024 ESG Report pages 24-25			14.16.7	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 ESG Report page 13			14.16.8	
	403-8 Workers covered by an occupational health and safety management system	2024 ESG Report pages 19-25			14.16.9	
	403-9 Work-related injuries	2024 ESG Report page 23			14.16.10	EM-MM-320a.1
	403-10 Work-related ill health	2024 ESG Report page 23			14.16.11	
Training and Education						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.8.1 14.17.1 14.21.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	Information Incomplete	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.7 14.21.4	
	404-2 Programs for upgrading employee skills and transition assistance programs	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.8.3 14.17.8	
	404-3 Percentage of employees receiving regular performance and career development reviews	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.21.1	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Annual Report		Further details are provided in our 2024 Annual Report.	14.21.5	
	405-2 Ratio of basic salary and remuneration of women to men	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.21.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.21.1	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken			There were no incidents of discrimination reported during the reporting period.	14.21.7	
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.20.1	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.20.2	EM-MM-310a.1
Child Labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.18.1	
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour			None of Caledonia's operations or suppliers are at significant risk for incidents of child labour.	14.18.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Forced or Compulsory Labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.19.1	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour			None of Caledonia's operations or suppliers are at significant risk for incidents of forced or compulsory labour.	14.19.2	
Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.14.1	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	Not Applicable	Not applicable for Caledonia's mining operations	14.14.2	
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.11.1	EM-MM-210a.3
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			There were no incidents of violations involving rights of indigenous peoples reported during the reporting period.	14.11.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 ESG Report pages 26-36			14.10.1	EM-MM-210b.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2024 ESG Report page 8-9, 26-39			14.10.2	EM-MM-210b.1
	413-2 Operations with significant actual and potential negative impacts on local communities	2024 ESG Report page 50-51, 55, 58-59		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.10.3	
Supplier Social Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.17.1 14.18.1 14.19.1	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.9 14.18.3 14.19.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	414-2 Negative social impacts in the supply chain and actions taken	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.17.10	
Public Policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.	14.24.1	
GRI 415: Public Policy 2016	415-1 Political contributions			Caledonia has not made any political contributions during the reporting period.	14.24.2	
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	Information Unavailable	Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			No incidents of non-compliance with regulations and/or voluntary codes were identified or reported during the reporting period.		

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
Marketing and Labelling						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.		
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	-	Not Applicable	Not applicable for Caledonia's mining operations		
	417-2 Incidents of non-compliance concerning product and service information and labelling	-	Not Applicable	Not applicable for Caledonia's mining operations		
	417-3 Incidents of non-compliance concerning marketing communications	-	Not Applicable	Not applicable for Caledonia's mining operations.		
Customer Privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not Applicable	Not disclosed as the topic does not require focused management attention.		

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			Caledonia has not identified any substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting period.		
GRI 14: Mining Sector 2024 – Sector Specific Disclosures						
GRI 14: Mining Sector 2024	Mine-site disclosure	List the organisation's mine sites and report the organisation's definition used for 'mine site'.		One operating mine – Blanket Three development projects - Bilboes, Motapa, and Maligreen (although these are not considered material enough to be included in this report).	14.0.1	
	Mine-site disclosure	For each site, report: • the name of the site; • the geographic location (country and coordinates); • the size in hectares.		2024 ESG Report pages 2, 7 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.0.1	
	Topic 14.1 GHG emissions	When reporting on gross direct (Scope 1) GHG emissions, include land use change emissions.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.1.5	
	Topic 14.1 GHG emissions	Report a breakdown of the gross direct (Scope 1) GHG emissions by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.1.5	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.1 GHG emissions	Report a breakdown of the gross location-based energy indirect (Scope 2) GHG emissions by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.1.6	
	Topic 14.1 GHG emissions	If applicable, report a breakdown of the gross market-based energy indirect (Scope 2) GHG emissions by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.1.6	
	Topic 14.1 GHG emissions	Report a breakdown of the GHG emissions intensity ratio by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.1.8	
	Topic 14.2 Climate adaptation and resilience	Describe the climate change-related scenarios used to assess the resilience of the organisation's strategy, including a well-below 2°C, preferably 1.5°C, scenario.		2024 ESG Report pages 50-51	14.2.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.2 Climate adaptation and resilience	Report whether the organisation has a climate change adaptation plan in place, and if so, provide a summary of the plan and the progress made in implementing the plan, and describe how engagement with stakeholders has informed the plan.		2024 ESG Report pages 50-51 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.2.1	
	Topic 14.2 Climate adaptation and resilience	Describe how the substantive changes in operations, revenue, or expenditure due to climate change affect or could affect the organisation's workers and suppliers, its contributions to economic development, and its payments to governments		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.2.2	
	Topic 14.3 Air emissions	For each mine site, report significant air emissions relevant for the site, in kilograms or multiples.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.3.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.4 Biodiversity	Report information on the ecologically sensitive areas for all mine sites.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.4.5	
	Topic 14.4 Biodiversity	Report direct drivers of biodiversity loss for all mine sites.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.4.6	
	Topic 14.4 Biodiversity	Report changes in the state of biodiversity for all mine sites.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.4.7	
	Topic 14.4 Biodiversity	Report information on ecosystem services for all mine sites.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.4.8	
	Topic 14.5 Waste	When reporting the composition of the waste generated, include a breakdown of the following waste streams: • rock waste; • tailings.		Although “Waste” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.5 Waste	Report a breakdown of the total waste generated and the composition of the waste by mine site.		Although "Waste" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.4	
	Topic 14.5 Waste	When reporting the composition of the waste diverted from disposal, include a breakdown of the following waste streams: • rock waste; • tailings.		Although "Waste" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.5	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.5 Waste	Report a breakdown of the total waste diverted from disposal and the composition of the waste by mine site.		Although "Waste" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.5	
	Topic 14.5 Waste	When reporting the composition of the waste directed to disposal, include a breakdown of the following waste streams: • rock waste; • tailings.		Although "Waste" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.5 Waste	Report a breakdown of the total waste directed to disposal and the composition of the waste by mine site.		Although “Waste” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.5.6	
	Topic 14.6 Tailings	Report whether the organisation complies with or has committed to comply with a recognized international standard on tailings management, and, if available, provide a link to the most recent publicly disclosed information.		2024 ESG Report page 12, 15, 59 Caledonia Mining Tailings Management Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.6.1	
	Topic 14.6 Tailings	Report the tailings disposal methods used by the organisation.		2024 ESG Report page 59 Caledonia Mining Tailings Management Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.6.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.6 Tailings	List the organisation's tailings facilities, and report the name, location, and ownership status, including whether the organisation is the operator.		2024 ESG Report page 59 Caledonia Mining Tailings Management Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.	14.6.3	EM-MM-540a.1

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.6 Tailings	For each tailings facility not confirmed to be in a state of safe closure: • describe the tailings facility, including its construction method; • report whether the facility is active, inactive, or closed; • report the maximum permitted storage capacity and the total weight of tailings stored in metric tons; • report the Consequence Classification in line with Requirement 4.1 of the GISTM; • report the frequency of risk assessments and a summary of the most recent risk assessment findings; • report the date and material findings of the most recent independent technical review, including the implementation of mitigation measures and the date of the next review.		Caledonia does not have any tailings facilities that are not confirmed to be in a state of safe closure.	14.6.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.7 Water and effluents	Describe actions taken to prevent or mitigate negative impacts from acid mine drainage.		Although “Water and effluents” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.7.1	
	Topic 14.7 Water and effluents	Report water withdrawal by mine site.		2024 ESG Report pages 55-57 Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.7.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.7 Water and effluents	Report water discharge by mine site.		Although “Water and effluents” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.7.5	
	Topic 14.7 Water and effluents	Report water consumption by mine site.		2024 ESG Report pages 55-57 Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.7.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.8 Closure and rehabilitation	Describe how engagement with workers, suppliers, local communities, and other relevant stakeholders has informed closure planning and implementation, including post-mining land use.		Although "Closure and rehabilitation" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.1	
	Topic 14.8 Closure and rehabilitation	For each mine site, report whether it: • has a closure and rehabilitation plan in place; • is undergoing closure and rehabilitation activities; • has been closed and rehabilitated.		2024 ESG Report pages 60-61 Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.8 Closure and rehabilitation	For each closure and rehabilitation plan: • report whether the plan has been approved by relevant authorities; • report the dates of the most recent and next reviews of the plan.		Although "Closure and rehabilitation" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.5	
	Topic 14.8 Closure and rehabilitation	For each mine site, report in hectares: • total land disturbed and not yet rehabilitated; • total land disturbed and rehabilitated (including progressively rehabilitated, if applicable).		Although "Closure and rehabilitation" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.8 Closure and rehabilitation	For each mine site, report the estimated life of the mine (LOM).		Although “Closure and rehabilitation” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.7	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.8 Closure and rehabilitation	For financial provisions made by the organisation for closure and rehabilitation, including environmental and socioeconomic post-closure monitoring and aftercare for mine sites, report: • the total estimated closure cost (not discounted), whether the financial provision covers the full amount of the current estimated closure cost, and whether the financial provision made is in line with the applicable regulatory requirements, by mine site; • the methodology used to calculate the estimated closure cost; • financial instruments used or developed to guarantee adequate financial provisions for closure and rehabilitation.		An independent closure cost review is planned for 2025 and will further refine our financial planning, ensuring adequate resources are allocated for rehabilitation and decommissioning. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.8	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.8 Closure and rehabilitation	Describe non-financial provisions made by the organisation to manage the local community's socioeconomic transition to a sustainable post-mining economy, including collaborative efforts, projects, and programs.		Although "Closure and rehabilitation" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.8.9	
	Topic 14.9 Economic impacts	Describe the approach to providing employment, procurement, and training opportunities to local communities.		2024 ESG Report pages 27-36 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.1	
	Topic 14.9 Economic impacts	Report community investments by mine site.		2024 ESG Report pages 27-39 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.9 Economic impacts	Report whether a community needs assessment was conducted to determine the need for infrastructure and services, and how the assessment informed the infrastructure investments and services supported.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.3	
	Topic 14.9 Economic impacts	Report the number, total spend, and description of education and skills programs deployed for workers who are not employees.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.4	
	Topic 14.9 Economic impacts	Report the percentage of the organisation's procurement budget spent on local suppliers by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.5	
	Topic 14.9 Economic impacts	Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organisation 's definition used for 'local community'.		2024 ESG Report page 7 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.9.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.10 Local communities	Describe the approach to identifying stakeholders, including vulnerable groups, within local communities.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.10.1	
	Topic 14.10 Local communities	Describe the approach to engaging with local communities at each phase of the life of the mine, including: • how the organisation seeks to ensure meaningful engagement; • how the organisation supports safe and equitable gender participation.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.10.1	
	Topic 14.10 Local communities	Describe the approach to developing and implementing community development programs, including how engagement with local stakeholders, impact assessments, and community needs assessments have informed the programs.		2024 ESG Report pages 27-36 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.10.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.10 Local communities	Report any formal community development agreements made by the organisation by mine site.		2024 ESG Report pages 27-36	14.10.2	
	Topic 14.10 Local communities	For each mine site, describe impacts on the health and safety of local communities.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.10.3	
	Topic 14.10 Local communities	For each mine site, report: • the number and types of grievances from local communities during the reporting period; • the percentage of grievances that were addressed and resolved during the reporting period; • the percentage of grievances resolved through remediation during the reporting period.		2024 ESG Report page 35 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.10.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.11 Rights of Indigenous Peoples	Describe the approach to identifying Indigenous Peoples who are or could be affected by the organisation's activities.		Although "Rights of Indigenous Peoples" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.1	
	Topic 14.11 Rights of Indigenous Peoples	Describe the approach to engaging with Indigenous Peoples, including: • how the organisation seeks to ensure meaningful engagement; • how the organisation supports safe and equitable gender participation.		Although "Rights of Indigenous Peoples" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.11 Rights of Indigenous Peoples	Describe the policies or commitments, and actions taken to respect Indigenous Peoples' cultural heritage.		Although "Rights of Indigenous Peoples" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.1	
	Topic 14.11 Rights of Indigenous Peoples	Describe the community development programs in place that are intended to enhance positive impacts for Indigenous Peoples.		Although "Rights of Indigenous Peoples" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.11 Rights of Indigenous Peoples	Describe the identified incidents of violations involving the rights of Indigenous Peoples.		Although “Rights of Indigenous Peoples” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.2	
	Topic 14.11 Rights of Indigenous Peoples	List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organisation.		Although “Rights of Indigenous Peoples” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.11 Rights of Indigenous Peoples	Report whether the organisation has been involved in a process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organisation's activities and, if so, report for each case: • whether the process has been mutually accepted by the organisation and the affected Indigenous Peoples; • whether an agreement has been reached, and if so, if the agreement is publicly available.		Although "Rights of Indigenous Peoples" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.11.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.12 Land and resource rights	Describe the approach to engaging with stakeholders whose rights to land and resources are or could be affected by the organisation's activities, including: • how the organisation seeks to ensure meaningful engagement; • how the organisation supports safe and equitable gender participation.		Although "Land and resource rights" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.1	
	Topic 14.12 Land and resource rights	Describe the policies, commitments, and plans providing remediation to local communities or individuals subject to involuntary resettlement, and the process for establishing compensation for loss of assets, or other assistance to improve or restore standards of living or livelihoods.		Although "Land and resource rights" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.12 Land and resource rights	Describe the procedures in place to monitor and evaluate the effectiveness of the actions taken to remediate negative impacts from involuntary resettlement and the corrective actions taken where necessary.		Although “Land and resource rights” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.1	
	Topic 14.12 Land and resource rights	List the mine sites where involuntary resettlement is planned, ongoing, or has taken place.		Although “Land and resource rights” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.2	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.12 Land and resource rights	For each mine site listed: • report the number of persons who have been or will be displaced, and a breakdown by gender; • describe how peoples' livelihoods and human rights are or could be affected and restored.		Although "Land and resource rights" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.2	
	Topic 14.12 Land and resource rights	List the locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred, and describe the incidents and the stakeholders whose rights are or could be affected.		Although "Land and resource rights" is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.12.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.13 Artisanal and small-scale mining	Describe the approach to engaging with ASM operators, and the actions taken by the organisation to support ASM formalization and professionalization efforts.		2024 ESG Report pages 40-41	14.13.1	
	Topic 14.13 Artisanal and small-scale mining	Describe the programs in place to enhance positive impacts or mitigate negative impacts involving ASM, including: • whether and how the programs incorporate gender considerations, • how engagement with local authorities and communities has informed the programs.		2024 ESG Report pages 40-41 Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.13.1	
	Topic 14.13 Artisanal and small-scale mining	If sourcing from artisanal and small-scale mining, describe the policies in place and the process used to identify and assess actual and potential negative impacts.		Caledonia does not buy gold from artisanal miners, preventing potential risks associated with unregulated supply chains, illicit trade, and non-compliant gold production practices.	14.13.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.13 Artisanal and small-scale mining	List the mine sites where ASM occurs on or in close proximity to the site.		Although “Artisanal and small-scale mining” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.13.2	
	Topic 14.13 Artisanal and small-scale mining	Report the total number and nature of incidents involving ASM and actions taken to address them.		Although “Artisanal and small-scale mining” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.13.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.14 Security practices	Describe how the organisation seeks to prevent or mitigate potential negative impacts from the use of public and private security providers.		Although “Security practices” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.14.1	
	Topic 14.14 Security practices	Report whether the organisation is implementing the Voluntary Principles on Security and Human Rights.		Although “Security practices” is an important ESG topic, it was not identified as a topic requiring focused management attention in our 2023 materiality assessment. Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.	14.14.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.15 Critical incident management	Describe the organisation's approach to emergency preparedness and response plans, including frequency of testing the plans, and how engagement with local communities, workers, public sector agencies, first responders, and local authorities and institutions has informed the plans.		2024 ESG Report pages 14, 20-22, 48-49, 59-61 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.15.1	
	Topic 14.15 Critical incident management	Report the number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them.		2024 ESG Report page 23 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.15.3	
	Topic 14.15 Critical incident management	Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not.		2024 ESG Report page 22 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.15.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.16 Occupational health and safety	Report how the organisation ensures the provision of gender-appropriate personal protective equipment for workers.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.16.3	
	Topic 14.16 Occupational health and safety	Describe the processes used to identify work-related incidents due to sexual and gender-based violence, and to determine corrective actions.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.16.3	
	Topic 14.16 Occupational health and safety	Report how the organisation seeks to ensure women's participation in formal joint management-worker health and safety committees, and the percentage of women represented in these committees.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.16.5	
	Topic 14.20 Freedom of association and collective bargaining	Report the number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.		Caledonia did not experience any strikes or lockouts during the reporting period.	14.20.3	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.21 Non-discrimination and equal opportunity	Report a breakdown of the percentage of senior management hired from the local community by gender.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.21.2	
	Topic 14.21 Non-discrimination and equal opportunity	Report whether the organisation has a gender equality or gender equity plan or policy in place and, if so, provide a summary of the plan, and progress made in implementing the plan.		2024 ESG Report page 43 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.21.5	
	Topic 14.21 Non-discrimination and equal opportunity	Report the ratio of basic salary and remuneration of women to men by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.21.6	
	Topic 14.21 Non-discrimination and equal opportunity	Report the ratio of basic salary and remuneration by other relevant indicators of diversity by mine site.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.21.6	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.22 Anti-corruption	Describe how potential impacts of corruption or risks of corruption are managed in the organisation's procurement practices and throughout the supply chain.		2024 ESG Report page 13 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.22.1	
	Topic 14.22 Anti-corruption	Describe the approach to contract transparency, including: • whether contracts and licenses are made publicly available and, if so, • where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future.		Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.22.5	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.22 Anti-corruption	Report the following information about the organisation's beneficial owners, including joint ventures: • name, nationality, and country of residence; • whether they are politically exposed persons; • level of ownership; • how ownership or control is exerted.		2024 ESG Report page 30-31 Caledonia will review this disclosure, effective from 1 January 2026 and will consider in greater detail how to address it in the next reporting period.	14.22.6	
	Topic 14.23 Payments to governments	For state-owned organisations (SOEs): Report the financial relationship between the government and the SOE.		Caledonia is not a state-owned entity (SOE).	14.23.3	
	Topic 14.23 Payments to governments	Report a breakdown of the organisation's corporate income tax paid and accrued in profit/loss, and other payments to governments, levied at the project-level, by project, and by material revenue stream.		Further details are provided in our 2024 Annual Report.	14.23.7	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.23 Payments to governments	Report any thresholds that have been applied and any other contextual information necessary to understand how the project-level payments to governments reported have been compiled.		Further details are provided in our 2024 Annual Report.	14.23.7	
	Topic 14.23 Payments to governments	For minerals purchased from the state or from third parties appointed by the state to sell on their behalf, report: • volumes and types of minerals purchased; • full names of the selling entity and the recipient of the payment; • payments made for the purchase.		Caledonia has not purchased minerals from the state or from third parties appointed by the state to sell on their behalf during the reporting period.	14.23.8	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.24 Public policy	Report whether the organisation is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying, including: • the nature of this contribution; • any differences between the organisation's stated policies, goals, or other public positions on significant issues and the positions of the representative associations or committees.		Caledonia is not a member of, nor contributes to, any representative associations or committees that participate in public policy development and lobbying.	14.24.1	
	Topic 14.25 Conflict-affected and high-risk areas	Describe the approach to ensuring adherence to international humanitarian law when operating in conflict-affected and high-risk areas.		Caledonia does not have any operations in conflict-affected and high-risk areas.	14.25.1	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
	Topic 14.25 Conflict-affected and high-risk areas	List the locations of operations in conflict-affected or high-risk areas and how these were identified.		Caledonia does not have any operations in conflict-affected and high-risk areas.	14.25.2	
	Topic 14.25 Conflict-affected and high-risk areas	Describe the due diligence process applied for operations in, or when sourcing from, conflict-affected and high-risk areas and whether it aligns with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.*		Caledonia does not have any operations in conflict-affected and high-risk areas.	14.25.3	
	Topic 14.25 Conflict-affected and high-risk areas	For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts.		Caledonia does not have any operations in conflict-affected and high-risk areas.	14.25.4	

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
		Activity Metrics: Production of (1) metal ores and (2) finished metal products		2024 ESG Report page 6-7 Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-000.A
		Water Management: Number of incidents of non-compliance associated with water quality permits, standards, and regulations		Caledonia recorded one reportable environmental incident in late December 2024.		EM-MM-140a.2
		Waste & Hazardous Materials Management: Description of waste and hazardous materials management policies and procedures for active and inactive operations		2024 ESG Report pages 58-59 Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-150a.10
		Biodiversity Impacts: Description of environmental management policies and practices for active sites		2024 ESG Report page 60 Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-160a.1

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
		Biodiversity Impacts: Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-160a.2
		Biodiversity Impacts: Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat		Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-160a.3
		Security, Human Rights & Rights of Indigenous Peoples: Percentage of reserves in or near areas of conflict		Caledonia does not have any reserves in or near areas of conflict.		EM-MM-210a.1
		Security, Human Rights & Rights of Indigenous Peoples: Percentage of reserves in or near indigenous land		Caledonia does not have any reserves in or near indigenous land.		EM-MM-210a.2

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
		Security, Human Rights & Rights of Indigenous Peoples: Discussions of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operations in areas of conflict		2024 ESG Report page 13 Caledonia will review this disclosure and will consider in greater detail how to address it in the next reporting period.		EM-MM-210a.3
		Community Relations: Number and duration of non-technical delays		Caledonia did not experience any non-technical delays during the reporting period.		EM-MM-210b.2
		Labour Relations: Number and duration of strikes and lockouts		Caledonia did not experience any strikes or lockouts during the reporting period.		EM-MM-310a.2
		Business Ethics & Transparency: Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index		All of Caledonia's operations are located in Zimbabwe. Zimbabwe is tied at a ranking of 158 out of 180 countries, placing it in the 20 lowest ranking countries rankings Transparency International's Corruption Perception Index.		EM-MM-510a.2

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
		Tailings Storage Facilities Management: Tailings storage facility inventory table: 1. Facility name. 2. Location. 3. Ownership status. 4. Operational status 5. Construction method. 6. Maximum permitted storage capacity. 7. Current amount of tailings stored. 8. Consequence classification. 9. Date of most recent independent technical review. 10. Material findings. 11. Mitigation measures. 12. Site-specific EPRP.		2024 ESG Report page 59 Caledonia Mining Tailings Management Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.		EM-MM-540a.1

GRI Standard	Disclosure	Reference	Reason for Omission	Commentary	GRI Sector Standard Reference#	SASB Indicator
		Tailings Storage Facilities Management: Summary of tailings management systems and governance structure used to monitor and maintain stability of tailings storage facilities		2024 ESG Report page 59 Caledonia Mining Tailings Management Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.		EM-MM-540a.2
		Tailings Storage Facilities Management: Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities		2024 ESG Report page 59 Caledonia Mining Tailings Management Caledonia will be undertaking a double materiality assessment in 2025. Should this assessment result in changes to our current list of ESG material topics, we will review and update this disclosure accordingly, effective from January 1, 2026. We will also consider addressing the topic in greater detail in the subsequent reporting period, if applicable.		EM-MM-540a.3

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