

Human Rights Policy

Our Sustainability Policy provides the framework for our commitment to our stakeholders and the environment in which we operate. The focus of our concern is on operating responsibly, transparently and efficiently, with a long-term vision, aimed at promoting sustainable development and respect for the human rights set forth in the United Nations' International Bill of Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our commitment to respect human rights is undertaken in accordance with the United Nations' Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Council of Mining and Metals' (ICMM) Mining Principles. We do not accept acts that violate these principles regardless of whether they are committed by our employees, or by the workers and companies in our supply chain.

- We place particular emphasis on avoiding behaviours that constitute any form of exploitation, slavery or human trafficking, both in our operations and in our supply chain, and we do not tolerate the use of child, forced, compulsory, slave or bonded labour in any operation or company in the supply chain. We are committed to ensuring that our private security practices are consistent with the Voluntary Principles on Security and Human Rights.
- We are committed to preventing discrimination of people, based on race, colour, sexual orientation and gender identity, religion, political opinion, nationality, physical disability or social origin, and harassment of the people employed by our company.
- We continually engage with all our stakeholders, from the exploration stage through to the closure of operations, and we work to maximise the benefits and the opportunities for mutual collaboration.
- We strive to carry out appropriate due diligence on human rights in accordance with ICMM Mining Principle 3.1.
- In all our operations, we seek to have culturally relevant grievance mechanisms to make complaints and reports, so that potentially affected people, local communities and indigenous peoples can inform us of any situation with a possible adverse impact on human rights, or other matter.
- We pay particular attention to respecting the human rights of the local communities in our areas of influence. This includes our commitment to respect the rights of indigenous peoples, as applicable in the places where we operate, committing us to work to maintain constructive relationships based on dialogue, mutual respect and collaboration, in accordance with the ICMM's Position Statement and Good Practice Guide on Indigenous Peoples and Mining.
- We seek to continuously update and improve our practices, standards, policies, procedures and grievance mechanisms, to ensure respect for human rights and due consideration for the culture and heritage of local communities and indigenous peoples who live in the areas where our explorations, operations and projects are developed. We promote awareness of these Policies among our stakeholders and expect them to comply with this commitment.

This Policy applies to all Group companies, which will seek to ensure that it also applies to contractors and companies in the supply chain, as well as to all persons and entities with whom we have business relationships.



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