

## Sustainability Policy

EAU Mining sees sustainable development as an integral component of a responsible business. The Company embraces accountability, trust, social license with stakeholders including long-term strategic benefit to local communities and a continuously improvement towards risk management. EAU Mining's approach to sustainability is based on the following principles:

- Demonstrating consistent ethical behavior within the direct business as well as throughout the supply and value chain
- Respecting fundamental human rights as a component of the Company's commitment to ethical and responsible business conduct
- Alignment to host country laws and evolving international best practices and standards pertaining to responsible business conduct
- Focus on developing the skills of the local workforce and the supply chain of the stakeholder communities
- Ensuring excellence in Occupational Health & Safety performance
- Minimizing negative impacts to the natural environment
- Maintain robust corporate governance, management systems and oversight
- Assess and implement mitigation measures with respect to the impact climate change has on the business and simultaneously look for continuous improvement with respect to the Company's aspiration of carbon neutrality
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to the business or indirectly via the supply and value chain
- Promote regularly and consistently the importance of working in a safe and healthy manner across the workforce
- Actively seek out the opinions and views of the stakeholders including respect for their customs and cultural heritage
- Working with the national government and local authorities on sustainable development projects that will enhance local socio-economic conditions

- Ensure accessible and confidential grievance mechanisms are in place for stakeholders to raise concerns and seek remedy for any social or environmental issues
- Annually set and review targets for sustainability performance within a framework of continuous improvement
- Publicly communicate the Company's policies and performance through our annual sustainability reports as well as our ongoing engagement with our stakeholders