Sustainable Development Policy

Our Commitment
At the core of our Policy, we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families, the communities and respecting human rights, cultures, customs and values of those impacted by our activities. This translates into four fundamental objectives: operate safely, maintain a healthy workplace, protect the environment, and treat our employees and communities with respect.

Respect OUR EMPLOYEES
We aim to maintain a safe and healthy work environment that is based on mutual respect, fairness and integrity. To achieve this, we:
- Do not tolerate discriminatory conduct in the workplace;
- Provide a fair and non-discriminatory employee grievance system;
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias;
- Ensure all employees are treated with dignity and respect;
- Implement emergency and crisis response plans to address possible impacts of unforeseen events; and
- Foster an open, transparent and respectful work environment that is based on mutual respect, fairness and integrity.

Respect OUR ENVIRONMENT
We aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity. To achieve this, we aim to:
- Minimize the generation of waste and ensure its proper disposal;
- Minimize risks associated with managing tailings, mine waste and water by employing Best Available/Applicable Practices (BAP);
- Identify, evaluate, and respond to watershed related risks and opportunities to reduce cumulative impact on other users;
- Contain, monitor, mitigate and control soil and water contamination;
- Strive for continuous improvement by setting objectives, measuring results against those targets and recognizing and rewarding performance;
- Implement measures to conserve natural resources including energy and water;
- Implement measures to reduce emissions to air, water and land, and to minimize our footprint including minimizing deforestation;
- Maintain a high degree of emergency preparedness to effectively respond to emergencies.

Operate a SAFE AND HEALTHY WORKPLACE
We believe that all accidents/incidents are preventable. We aim to operate a safe and healthy workplace that is injury and fatality free. We believe that if we all work together, we can achieve zero accidents in the workplace and enhance the well-being of employees, contractors and communities. To achieve this, we:
- Use sound engineering principles in the design and operation of our facilities;
- Maintain a high degree of emergency preparedness to effectively respond to emergencies;
- Provide sufficient resources are allocated to implement and manage these commitments;
- Design and operate our facilities so that effective controls and technologies are in place to minimize and mitigate identified risks;
- Regularly measure and verify our performance;
- Strive for continuous improvement by setting objectives, measuring results against those targets and recognizing and rewarding performance;
- Comply with our internal policies, Code of Business Conduct and Ethics, with the laws and regulations in each country in which we operate as well as other industry standards to which the company subscribes;
- Uphold fundamental human rights as defined in the United Nations Universal Declaration of Human Rights and in the Voluntary Principles on Security and Human Rights;
- Implement emergency and crisis response plans to address possible impacts of unforeseen events; and
- Build a relationship with our stakeholders and rights-holders based on trust through open and transparent communication and full disclosure of payments to all levels of government.

Respect OUR COMMUNITY
We aim to contribute to the social and economic development of sustainable communities associated with our operations. To achieve this, we:
- Provide a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behavior;
- Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace;
- Foster an open, transparent and respectful dialogue with all communities of interest and ensure that activities on private lands and indigenous lands are performed with the free prior informed consent of the land owners or right holders;
- Support local communities and their sustainability through measures such as development programs, locally sourcing goods and services and employing local people;
- Provide assurance that our operations will not support, benefit or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law;
- Seek to preserve cultural heritage from adverse impacts associated with project activities;
- Seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities;
- Do not explore or seek to develop new mining operations in an area designated as a World Heritage Site.

Chairman
James D. Nasso
December 2019

CEO
Sean Boyd
December 2019

President
Ammar Al-Joundi
December 2019

OUR ENVIRONMENT
OUR COMMUNITY
OUR EMPLOYEES
SAFE AND HEALTHY WORKPLACE