

# **Ethical Policy**

Mining Mineral Resources S.A.S

Revision III

## **Commitment to Ethical Conduct**

Mining Mineral Resources S.A.S. is dedicated to upholding the highest ethical standards across all operations. We recognize our responsibilities to employees, stakeholders, and society and ensure compliance with all applicable national and international laws, industry regulations, and local guidelines.

## **Compliance with Laws and Regulations**

MMR strictly adheres to all relevant laws and regulations, particularly those governing labor rights, business operations, and corporate governance. We actively align our practices with both national and international standards, including OECD Guidelines for Multinational Enterprises and UN Global Compact Principles.

## **Integrity in Business Transactions**

- Employees must not misuse confidential company information for personal gain or to harm MMR.
- All procurement and sales decisions are based solely on quality, performance, and value—never on inducements, gifts, or favors.
- MMR maintains a zero-tolerance policy on bribery and corruption in any form, enforcing compliance through internal monitoring, third-party audits, and anti-bribery training for employees. Audits are conducted annually, and employees undergo mandatory anti-bribery training at least once every two years to ensure accountability and effectiveness.

## **Political Neutrality**

- MMR does not provide financial or material support to political parties at any level, maintaining strict neutrality in political affairs.
- Employees engaging in political activities must do so in a personal capacity, ensuring no association with MMR.

## **Commitment to Fair Employment Practices**

- MMR is an equal-opportunity employer, ensuring a workplace free from discrimination based on age, gender, ethnicity, religion, disability, or any other protected characteristic.
- MMR fully complies with labor laws and strictly prohibits the use of forced or child labor within its operations or supply chain.
- We uphold workplace diversity and inclusion, providing fair wages and safe working conditions for all employees.

## **Product and Service Excellence**

- MMR employees are dedicated to delivering high-quality products and services, ensuring customer satisfaction and compliance with international standards.
- Continuous improvement and innovation are encouraged to maintain the highest quality benchmarks.

## **Fair Treatment of Suppliers**

- All MMR suppliers are treated with fairness, professionalism, and transparency, ensuring they receive equal opportunities to engage in business with us.
- Suppliers are expected to adhere to MMR's ethical business principles, including compliance with human rights, fair labor practices, and anti-corruption policies.

## **Community Engagement**

- MMR actively supports the communities in which it operates through its Community Relations Committee, measuring the impact of initiatives through stakeholder feedback, community surveys, and periodic assessments to ensure meaningful and sustainable contributions.
- Our initiatives include charitable contributions to health, education, and infrastructure projects aimed at improving local living conditions and fostering long-term development.

## **Environmental Responsibility**

- MMR upholds the highest environmental standards, ensuring compliance with local, regional, and national environmental laws.
- We are committed to sustainable business practices that minimize environmental impact, including carbon footprint reduction, responsible waste management, and biodiversity conservation.

## **Workplace Conduct and Anti-Harassment Policy**

- MMR maintains a strict policy against misconduct, including intimidation, harassment, discrimination, or offensive behavior in the workplace.
- All employees must uphold a professional, respectful, and inclusive work environment.
- Reporting mechanisms are in place to allow employees to report concerns anonymously without fear of retaliation.

## **Health & Safety Commitment**

- MMR acknowledges the risks inherent in business operations and is committed to proactively managing and minimizing risks across all departments.
- The company ensures strict compliance with occupational health and safety standards, offering training, protective equipment, and risk assessments to safeguard employees and contractors.

## Accountability & Compliance

- MMR regularly audits its ethical policies to ensure continuous compliance and improvement.
- Employees, suppliers, and stakeholders are encouraged to report any ethical concerns via the company's whistleblower mechanism, which ensures strict confidentiality and protection against retaliation. Reports can be submitted anonymously, and all concerns will be thoroughly investigated with appropriate corrective actions taken.
- Non-compliance with ethical standards may result in disciplinary action, contract termination, or legal proceedings as applicable.

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