

# Freedom of Association and Collective Bargaining Policy

*Mining Mineral Resources S.A.S.*

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## Objective

MMR is committed to upholding and respecting workers' rights to freely associate and engage in collective bargaining in accordance with local laws and international labor standards.

## Policy Statement

MMR recognizes and supports the fundamental rights of all workers to freedom of association and collective bargaining. We engage constructively with employees and their representatives to foster a fair, inclusive, and collaborative working environment.

## Key Principles

- **Respect for Rights**
  - MMR respects workers' rights to form, join, or refrain from joining trade unions or other labor organizations of their choice, free from retaliation or discrimination.
- **Constructive Engagement**
  - We commit to open and transparent dialogue with workers and their representatives, participating in good-faith collective bargaining where applicable to achieve fair and mutually beneficial agreements.
- **Compliance with Laws and Standards**
  - MMR ensures that all practices related to freedom of association and collective bargaining comply with local laws, the International Labour Organization (ILO) Conventions, and other relevant international labor standards. Where these rights are restricted, we seek lawful and constructive alternatives to engage with workers.
- **Non-Discrimination**
  - MMR prohibits discrimination against employees based on union membership or participation in collective bargaining activities. All employees have equal opportunities and protections, regardless of their involvement in labor organizations.
- **Support for Workers' Representatives**
  - We recognize and respect the role of workers' representatives in advocating for employees. MMR provides reasonable access to the workplace for these representatives in accordance with legal requirements and company policies. This includes scheduled meetings, designated areas for discussions, and secure communication channels to ensure effective and transparent engagement.
  - We commit to engaging with employee representatives in a manner that fosters mutual trust, transparency, and respect. This includes regular meetings, consultation forums, and joint decision-making committees to ensure meaningful dialogue and collaboration.

- **Training and Awareness**

- MMR provides training to management and employees on freedom of association and collective bargaining rights at least once every two years. This training is mandatory for all employees and ensures that all parties understand their roles and responsibilities in maintaining a fair and respectful workplace.

## Implementation

This policy is integrated into MMR's human resources practices and labor relations framework. Compliance with this policy will be reviewed annually through internal audits and compliance assessments to ensure alignment with legal requirements and best practices. These audits will include employee feedback mechanisms and stakeholder consultations to enhance transparency and accountability.

## Monitoring and Reporting

- MMR commits to regular audits and assessments to evaluate compliance with this policy.
- Employees and representatives are encouraged to report any concerns regarding freedom of association and collective bargaining through the company's confidential reporting mechanism. All reports will be handled promptly and objectively, with a structured investigation process ensuring due diligence and fairness. Confidentiality is strictly maintained throughout the process, and employees are protected against any form of retaliation for making a report in good faith.

## Review and Amendments

This policy is reviewed annually for effectiveness and relevance. Amendments may be made as needed to reflect changes in regulations, industry standards, or company operations.

### Compliance Department:

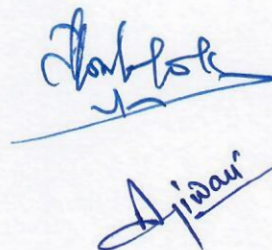
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