

Human Rights Policy

As a responsible company operating globally, we are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. We are a supporter of the United Nations Guiding Principles, a member of the United Nations Global Compact and align our security practices with the Voluntary Principles on Security and Human Rights.

We recognize that the nature of mining activities, whether in exploration, construction, operation or closure, create the potential for a range of human rights risks and we work to mitigate those risks. Where we have caused or contributed to adverse human rights impacts, we contribute to their remedy as appropriate.

We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, contractors, workers in our supply chain, members of the communities where we are active. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support respect for human rights.

We expect our employees and contractors, as well as community members, to bring human rights concerns to our attention through our site-level feedback mechanisms and our Doing What's Right hotline. We are committed to engaging with our communities of interest on our human rights impacts and to reporting on our performance.

We put special emphasis on the rights of vulnerable groups that may be impacted by our activities, including Indigenous Peoples, women, and children.

Our Health, Safety, Environment and Community Management Standards (HSEC) provide guidance to our employees and contractors on how to meet their responsibilities to respect human rights. We are responsible for ensuring, through policies and training, that our security providers understand and meet their responsibility to respect human rights.

We have adopted the UN Guiding Principles Reporting Framework to report on how we respect human rights and will use this framework to disclose our performance annually through our Sustainability Report.

Our due diligence process with respect to human rights and compliance with this policy are overseen by our General Counsel and administered by our corporate sustainability team.



Donald R. Lindsay
President and CEO



Sheila A. Murray
Chair, Board of Directors

