

CORPORATE POLICIES

HUMAN RIGHTS POLICY

This policy guides us and helps us to better interpret our fundamental commitment to the respect of human rights, consistent with the United Nations Human Rights Universal Declaration. As established by our Code of Conduct, we respect the dignity, fundamental freedoms and human rights of our employees, contractors and of the communities in which we reside and work, and of all the people affected by our activities. We strive to ensure that our risk evaluation internal processes address the main impacts on people's rights.

OUR APPROACH

We do not tolerate any type of discrimination, harassment or physical aggression, nor any child, forced or mandatory labor in our work site. We strive to reflect in our labor force the diversity of the communities in which we carry out our activity. We respect the rights of our employees and contractors, among them, the right to freedom of association and collective bargaining.

Throughout all of our operations we make sure that we are not accomplices in the violation of human rights and ensure the compliance of international regulations in force. In all our operations we have established mechanisms to receive complaints by our stakeholders.

OUR SECURITY PROCEDURES

The procedures to protect security, applied to our operations, assets and projects comply with the Voluntary Principles on Security and Human Rights. These procedures are reinforced by risk assessment mechanisms and incident reports, as well as by the adequate training of the personnel that provide security services for us and for contractors.

WE WORK IN ASSOCIATIONS

We are aware that our operations can produce impacts in the communities in which we carry out our activities and we make an effort to reestablish the sources of livelihood and the standard of living of the communities or people that were forced to resettle due to our activities.

We recognize the unique relationship of the indigenous and Afro-Colombian people have with the environment in which they dwell and we commit ourselves to establish a dialogue process supported by negotiations in good faith that are consistent with the traditional decision-making procedures. This process is aligned with the Free, Previous and Informed Consent of the Indigenous People, subscribed by the International Council of Mining and Metals (ICMM).

In our relationships with our business associates, among them our contractors, suppliers and joint venture associates, we promote the respect to our rules of conduct. This policy has been prepared in accordance with the Universal Declaration on Human Rights, the International Labor Organization (ILO) Fundamental Principles on Labor Regulations, the Principles of Ecuador and the United Nations Guiding Principles on Companies and Human Rights.



Mark McManus

CEO

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