



Human Rights Policy

Approved by the Board with effect from 30 January 2023

1. Purpose

- 1.1 OreCorp Limited (**Company**) is committed to recognising, upholding, and protecting human rights in the operation of the Nyanzaga Gold Project, consistent with the rights expressed in the United Nations International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
- 1.2 The Company will make every effort to ensure that neither its own activities nor its business partnerships have a negative impact on the human rights of any individuals associated with its operations.

2. Scope

- 2.1 This Policy applies to all directors, senior management, employees, contractors and supply chain partners of the Company and each of its subsidiaries, including Sotta Mining Corporation Limited (collectively, the **Group**).

3. Policy Commitments

- 3.1 Human Rights in the Workplace
 - (a) Maintain the highest standards of work health and safety
 - (b) Ensure that there is no bullying, harassment or discrimination in the workplace
 - (c) Promote diversity in the workplace through implementation of policies and practices
 - (d) Oppose any form of child labour, forced and compulsory labour throughout the Group's activities
 - (e) Provide a fair wage and good working conditions, including access to medical care and meals for onsite workers
 - (f) Allow workers freedom of association and recognise the right to collective bargaining without discrimination or retaliation
 - (g) Provide workers with access to remedy and a fair and effective grievance mechanism, including a confidential option for reporting grievances

3.2 Human Rights in the Community

- (a) Recognise and uphold the local communities' cultural values, traditions and beliefs
- (b) Where relocation of families and communities occurs, resettlement will be undertaken in accordance with good international industry practice (GIIP) and management strategies will be implemented to restore or improve livelihoods and living standards.
- (c) Establish and implement security operations in accordance with laws, while ensuring that security contractors are provided with training on the United Nations Voluntary Principles on Security and Human Rights
- (d) Engage with communities to create a mutually agreed understanding of their rights with relation to the mine activities
- (e) Provide local communities with access to remedy and a fair and effective grievance mechanism

3.3 Human Rights in the Supply Chain

- (a) Not engage with suppliers that engage in child labour, forced or compulsory labour
- (b) Implement a supply chain policy that includes principles on human rights

4. Policy Communication

- 4.1 The Company will communicate this Policy to all directors, senior management, employees, contractors and supply chain partners of the Group.

5. Transparency and Reporting

- 5.1 The Company will report information relating to human rights in an annual Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards.

6. Responsibilities

- 6.1 The Board is responsible for ensuring that human rights are not negatively impacted through the Group's activities. Implementation of this Policy is the responsibility of senior management.

7. Review

- 7.1 This Policy shall be reviewed regularly and at least annually by the Board to ensure that it is operating effectively and to ascertain whether changes are required.