



CORPORATE GOVERNANCE POLICY

Human Rights, Diversity, and Equality

v. 1.3

04/04/24

Human Rights, Diversity, and Equality Policy

1. Introduction

At Gold Terra Capital, we are committed to upholding human rights, promoting diversity, and ensuring equality within our organization and the communities where we operate. This policy outlines our principles and actions to achieve these goals.

2. Human Rights

We recognize that mining activities can impact various human rights. Therefore, we pledge to:

- **Respect Human Rights:** We respect the human rights and interests, cultures, and customs of the communities surrounding our mining activities.
- **Human Rights Due Diligence:** We conduct human rights due diligence to identify and address potential risks and impacts related to our operations.
- **Training and Guidance:** We provide training and guidance to all relevant staff, including security personnel and contractors, on respecting human rights.

3. Diversity and Inclusion

We believe that diversity strengthens our organization and contributes to our success. We commit to:

- **Encourage Diversity:** We actively encourage diversity and inclusivity in our workplaces.
- **Equal Opportunities:** We provide equal opportunities for all employees, regardless of their background, gender, ethnicity, or other characteristics.
- **Fair Treatment:** We ensure fair treatment and respect for all employees, promoting a positive and inclusive work environment.

4. Gender Equality

Gold Terra Capital supports the United Nations Sustainable Development Goal (SDG) 5 on gender equality. We aim to:

- **Eliminate Discrimination:** We work to eliminate discrimination, violence, and exploitation against women and girls.
- **Equal Economic Opportunities:** We strive to provide women with the same economic, leadership, and decision-making opportunities as men.
- **Access to Reproductive Health Care:** We support access to reproductive health care for all employees.

5. Community Engagement

We engage with local communities to understand their needs and concerns. Specifically, we:

- **Listen to Stakeholders:** We ensure that the voices of potentially vulnerable or marginalized groups, including women, children, and indigenous peoples, are heard.
- **Avoid Differential Negative Impacts:** We are alert to the dangers of causing differentially negative impacts on these groups and take measures to prevent them.

6. Reporting and Accountability

We will regularly review and report on our progress in implementing this policy. External assurance will be sought to validate our efforts.

GRAHAM GILMOUR

CEO

4th April 2024