



HUMAN RIGHTS POLICY

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1. PURPOSE

- 1.1 Centamin's Human Rights Policy ("Policy") sets out our commitment to respect the human rights of our workforce, affected communities and the rights of all individuals with whom we interact.
- 1.2 This Policy reflects Centamin's intent to set measurable objectives and targets that will drive continuous improvement in performance, including measures to avoid causing or contributing to violations of human rights through our activities and operations.
- 1.3 This Policy underpins our *purpose*: **Creating opportunity for people through responsible mining**; and reflects our *values*: **Protect, Ownership, Innovate, Educate and Passion**.

2. SCOPE AND APPLICATION

- 2.1 This Policy applies to all Centamin activities and representatives, including without limitation:
- (a) directors, employees and any third-party workers, business partners or visitors (collectively, "Responsible Persons") of Centamin's controlled and managed assets; and
 - (b) all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure.

3. RESPONSIBILITIES

- 3.1 Our Board of Directors, with technical guidance from the Sustainability Committee, are responsible for providing the strategic direction for the effective protection of human rights and to review the performance of the Company. The implementation of this Policy is the joint responsibility of the Executive Team and respective asset-level managers, with the support of Centamin's Corporate Sustainability Team.
- 3.2 The entire leadership group across all levels of the organisation is responsible for creating a culture that upholds the protection of human rights as an integral part of the way we do business.
- 3.3 All Responsible Persons are required to uphold Company values and have a duty of care to:
- (a) Comply with applicable legal requirements, the Company's policies, management standards and critical hazard controls;
 - (b) Report all hazards, risks and incidents; and
 - (c) Co-operate with co-workers, supervisors and managers on these matters and identify areas for improvement.

4. POLICY STATEMENT

- 4.1 Centamin is committed to:
- (a) Comply with all relevant national and international human rights laws and regulations.
 - (b) Adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.
 - (c) Seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.
 - (d) Implement the World Gold Council's Conflict-Free Gold Standard to ensure that our operations do not contribute to human rights abuses.
 - (e) Ensure our employees and contractors are treated with respect and are free from discrimination based on race, colour, ethnicity, gender, religion, disability, sexual orientation, or any other protected characteristic or abusive labour practices. Our commitments on labour rights are detailed in our People's Policy.

- (f) Maintain a Code of Conduct to make clear the standards we expect of our employees, and those with whom we do business, to comply. We will actively promote awareness of our Code and implement systems to monitor and ensure compliance.
- (g) Opposes all forms of slavery, forced or compulsory labour and child labour, both within our organisation and our supply chain. The standards expected of our suppliers are incorporated into the terms and conditions of contract and detailed in our Supplier Code of Conduct.
- (h) Manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights. Provide human rights training to all security personnel.
- (i) Provide equal opportunities for all employees, regardless of background, and ensuring fair and unbiased recruitment, promotion and training processes.
- (j) Enforce zero tolerance for harassment, bullying and any other violations of human rights committed by employees, contractors or third parties acting on our behalf.
- (k) Provide a confidential mechanism as detailed in our Whistleblower Policy, through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.
- (l) Acknowledge and respect employees' rights to freedom of association including the right to join or not join trade unions.
- (m) Regularly review our performance on human rights matters relative to our policies and management standards and implement corrective action plans as appropriate with the aim of continual improvement.
- (n) Publicly communicate our performance on human rights matters as an integral part of our annual sustainability report.

REVIEW

This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Board for the approval of the Sustainability Committee.



**Martin Horgan,
Chief Executive Officer
March 2024**