

ReconAfrica's Human Rights Policy Statement

Human rights are fundamental to ReconAfrica, the way we do business and how we care for our people. We are committed to respecting human rights everywhere we operate. This commitment is informed by the principles included in key documents, such as the United Nations Universal Declaration of Human Rights, the African Union's Human Rights Strategy for Africa, the Canadian Charter of Rights and Freedoms, and the Canadian Human Rights Act.

ReconAfrica will not tolerate human rights abuses within our operations or our supply chain. ReconAfrica's, employees, contractors and subcontractors must comply with all applicable human rights laws and regulations, as well as ReconAfrica's Corporate Policies with respect to human rights, including but not limited to: *Code of Business Conduct and Ethics*, *Anti-Bribery Policy*, *Disclosure Policy*, *Whistle Blower Policy*, *Workplace Bullying, Harassment, Discrimination and Sexual Harassment Policy*, whichever are more stringent. We expect our suppliers and other business partners to respect human rights in their respective activities.

We are committed to monitoring our human rights impact and acknowledge our duty to respect human rights and to remediate human rights impacts. This includes, but is not limited to:

- recognizing the legal rights of all individuals and communities, including Indigenous peoples, persons with disabilities, members of other racial, ethnic, gender-related, and/or visible minorities, and the economically disadvantaged;
- eliminating unlawful discrimination and harassment in the workplace, including in our operations and related activities;
- respecting the importance of the environment in the communities in which we operate; and
- addressing risks of modern slavery, forced labour, child labour, and human trafficking.

ReconAfrica's commitment to human rights is core to how we execute our responsibilities to protect our people, our assets, and the environment.