



# **CONSOLIDATED NICKEL MINES LTD**

(the “Company”)

## **COMMUNITY AND HUMAN RIGHTS POLICY**

### **PURPOSE**

Consolidated Nickel Mines will conduct our businesses in a fair and equitable manner and meet our social responsibilities both as a direct and indirect employer. We respect the human rights of all of our stakeholders. We consider “human rights” to be all internationally recognized human rights as per the United Nations Declaration on Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

### **POLICY**

To meet the above requirements, we commit to the following principles:

- We will strive to be compliant with the labour laws of the country in which we operate, and to uphold all human rights aligned with national and international regulations.
- We will not tolerate violations of human rights committed by our employees, affiliates, or any third parties acting on our behalf or related to any aspect of our operations.
- We do not tolerate the use of child labour, prison labour, or any form of forced labour, slavery or servitude.
- We believe in fair employment practices and in a workplace in which all individuals are treated with dignity and respect. We do not tolerate discrimination against individuals on the basis of race, colour, gender, religion, political opinion, ethnicity, age, nationality or social origin, sexual orientation, or union membership.
- We will ensure that our employees are fairly and reasonably paid and that the remuneration structure is compliant with the statutory obligations of the jurisdiction in which we operate.
- We respect the freedom of expression and right to associate of our employees and contractors, including their right to establish and to join organizations of their own choosing to bargain collectively and advance their occupational interests without our previous authorisation or unreasonable interference.
- We will respect the social, economic, cultural and human rights of local communities which are impacted by our operations and work towards developing a constructive relationship with such groups.

### **IMPLIMENTATION**

In carrying out this Policy, we will:

- Develop and implement supporting policies, procedures and training to embed this Policy throughout our company.

- Provide a safe and healthy workplace for all staff, contractors and subcontractors.
- Not tolerate threats, intimidation, or attacks against any employees or contractors.
- Comply, and demand that all suppliers and contractors comply, with all national laws, the United Nations Declaration on Human Rights and the ILO Core conventions.
- For relevant suppliers and third-party service providers, perform reasonable due diligence, insist that human rights terms and conditions be included in contracts (including compliance with this Policy), and require periodic human rights reporting, certifications and/or training.
- Avoid employing individuals below 18 years of age in work that is likely to harm their health, safety or morals.
- Promote fair competition, including respect for property rights.
- Meaningfully engage with the local communities and other stakeholders affected by our operations to create and maintain transparent relationships built on mutual respect and trust.
- Establish and maintain a grievance mechanism for human rights complaints to be reported and addressed without any prejudice to the aggrieved person(s).
- Take appropriate action where we identify violations of this Policy by employees, contractors or suppliers.
- Periodically undertake operational reviews to give us confidence that we are meeting the letter and spirit of this Policy.

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