

Human Rights Policy

1. Policy Statement

Serbia Zijin Copper DOO (hereinafter referred to as "SZC") firmly believes that respecting human rights is a fundamental corporate responsibility. We are committed to respecting and promoting internationally recognized human rights principles throughout all of our operations, supply chains, and business relationships. This policy is based on the Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work adopted by the International Labour Organization, and the United Nations Guiding Principles on Business and Human Rights, and it sets forth our commitment to the protection of human rights.

2. Scope of Application

2.1 This policy applies to all employees of SZC.

2.2 We expect our suppliers, contractors, partners, and other business associates to recognize the principles set out in this Policy and to commit to upholding similar standards within their own operations.

3. Human Rights Principles We Commit to Respect

We are committed to avoiding any infringement of human rights in all our business activities and to preventing and mitigating adverse human rights impacts within the scope of our influence.

We focus on the following areas:

- **Freedom of Association and Collective Negotiation:** We respect the right of all employees to freely and voluntarily form and join trade unions and to engage in collective negotiations, and we provide support and facilitation for such activities.
- **Freedom from Forced Labor and Slavery:** We strictly prohibit all forms of forced labor, debt bondage, indentured labor, or slavery. We ensure that all work is performed voluntarily.
- **Prohibition of Child Labor:** We do not employ child labor under any circumstances. We comply with laws and regulations concerning the minimum age for employment and prohibit the worst forms of child labor.

- **Promotion of Cultural Diversity:** Cultural diversity is a fundamental characteristic of human society. We respect the uniqueness and creativity of every culture and promote a free, equal, open and inclusive working environment.
- **Prohibition of Discrimination and Harassment:** We provide a workplace free from harassment and unlawful discrimination. In all aspects of employment—including recruitment, promotion, compensation, and training—we do not discriminate on the basis of race, color, gender, religion, political opinion, nationality, social origin, age, or disability.
- **Safe and Healthy Working Conditions:** We provide a safe and healthy working environment and take effective measures to prevent occupational injuries and diseases.
- **Reasonable Working Hours and Compensation:** We comply with laws and regulations regarding working hours, overtime, and wages, ensuring that employees receive fair remuneration sufficient to meet their basic needs.
- **Right to Privacy:** We respect employees' rights to personal privacy and data protection.
- **Rights of Indigenous Peoples:** We recognize and respect the land, territorial, and resource rights of indigenous peoples. When conducting operations on their traditional lands, we seek their free, prior, and informed consent through sincere consultation.
- **Community Security:** We ensure that our security activities respect human rights and are carried out in accordance with international standards.

4. Environment and Health Policy

4.1 We are committed to prioritizing the community environment and the health of local residents.

4.2 We conduct a comprehensive environmental and social impact assessment (ESIA) every five years to identify potential risks to the environment and human rights and to optimize our operations in order to minimize such risks.

4.3 We adhere to the precautionary principle and continuously invest in environmental protection by adopting advanced technologies, maintaining transparent operations, carrying out ongoing environmental monitoring, and implementing strict control measures to minimize the impact of our operations on the community to the greatest extent possible.

5. Supplier Social Responsibility Policy

5.1 We require suppliers to commit to corporate social responsibility and to integrate it into our supplier selection and management processes. We expect suppliers to adhere to the principles of this policy and to undergo compliance reviews and assessments.

5.2 For suppliers that commit serious or repeated human rights violations, we will terminate the business relationship.

6. Implementation and Governance

Senior Management Commitment: The company's management bears ultimate responsibility for the effective implementation of this policy.

Risk Management: We attach great importance to the potential impact of our business activities on human rights and regard human rights risk assessment as an integral part of our corporate risk management mechanism.

Human Rights Due Diligence: We will establish and implement an ongoing human rights due diligence process to identify, assess, prevent, and mitigate actual and potential human rights impacts within our operations and supply chain.

Training: We provide regular human rights training for relevant employees, particularly those in key positions related to procurement, occupational health and safety, human resources, environmental protection, community relations, and operations.

Remediation Mechanism: We have established a safe, confidential, and accessible grievance mechanism through which any internal or external stakeholder may raise human rights-related concerns. We are committed to conducting impartial investigations into every grievance and providing lawful and effective remedies whenever adverse impacts are confirmed.

7. Transparent Communication

We are committed to communicating transparently on our performance regarding human rights issues, including disclosing progress through our annual sustainability report or a standalone human rights report.

8. Policy Reviews

This policy will be reviewed annually to ensure that it reflects developments in legislation, business operations, and human rights practices.

It will also be reviewed following any significant business changes or serious human rights incidents, in order to continuously improve the company's human rights performance.

On behalf of **SERBIA ZIJIN COPPER DOO**

General Manager **Qiu Guozhu**

