

TRANSAMINE BUSINESS PARTNERS' CODE OF CONDUCT

1. Business Partner's Commitment

Business Partners shall act in accordance with applicable laws, rules and regulations of the countries in which they operate and shall comply with the fundamental frameworks of the industry, and specifically:

- *The United Nations Guiding Principles on Business and Human Rights;*
- *The OECD Guidelines for Multinational Enterprises;*
- *The OECD Due Diligence Guidance for Responsible Business Conduct;*
- *The ILO Conventions Nos 138 and 182, and ILO-IOE Child Labour Guidance.*

2. Human and Labour Rights

Transamine does not tolerate illegal or inhuman labour practices and among these, inhuman and degrading treatment, forced and involuntary labour and discrimination.

Business Partners must respect human dignity, protect human rights and remediate to any violations that might occur.

3. Child Labour

Business Partners must not engage in nor tolerate any instances of child labour.

4. Health and Safety

Business Partners are expected to have procedures in place to enforce security, health and safety measures and to provide safe and healthy work environment conditions to their employees, in accordance with the laws of the countries of their operations and the recognized international standards.

5. Environment and Community

Transamine believes that we all have a responsibility to take care of and minimize adverse impacts on the environment and communities. This shall be achieved through a responsible corporate management.

Business Partners shall commit to protecting the environment and the communities living in the related areas by acting in accordance with national and internationally recognized standards.

Business Partners shall prevent negative impacts by implementing sustainable practices and promoting environment safeguard.

6. Complaints Mechanisms

Business Partners shall maintain complaints mechanisms for interested parties to raise reasonable concerns about the existence of a potential or actual adverse impact related to Human and Labour Rights, Child Labour, Health and Safety or Environment.

7. Responsible Mineral Supply Chain

Suppliers sourcing minerals from conflict affected or high-risk areas must comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

8. Business Integrity and Ethics

Business Partners shall maintain the highest level of integrity and comply with the laws and regulations on bribery, corruption and other unlawful business practices, such as money laundering.

9. Transamine's Expectations

Business Partners are expected to comply with this Code of Conduct, maintain processes implementing the principles as outlined herein and to cooperate in granting transparency throughout their supply chain.

Geneva, 25 June 2024