



5N PLUS

**5N Plus Inc.
Human Rights Statement**

Approved on August 1, 2023

RESPECT FOR HUMAN RIGHTS

5N Plus Inc. (“**5N Plus**” or the “**Company**”) is committed to respecting and promoting human rights in all aspects of its operations and business activities, in line with its corporate values and Code of Business Conduct (the “**Code**”).

The 5N Plus Human Rights Statement (the “**Statement**”) is guided by the Universal Declaration of Human Rights; the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work; and the UN Guiding Principles on Business and Human Rights. We strive to adhere to the principles set forth in these standards, and comply with all applicable laws, wherever we operate.

This Statement applies to 5N Plus together with its subsidiaries, and to all its employees, including directors and officers. The Company’s business partners and suppliers are also expected to uphold the principles described in this Statement in their own operations and business activities.

A SAFE AND INCLUSIVE WORKPLACE

5N Plus has a long-standing commitment to preserving a safe and healthy workplace by minimizing the risk of accidents, injuries and exposure to health risks.

We do not tolerate discrimination, harassment, or retaliation of any kind. We strive for a workplace that is free from discrimination, harassment, or other forms of wrongful treatment based on race, colour, gender, nationality, religion, age, disability, sexual orientation or any other status protected by applicable law.

We respect and value our employees and provide a fair and inclusive working environment where people with diverse experiences and perspectives can develop and fulfil their potential.

Recruitment, training, compensation and advancement within the Company will be attributable to performance, qualifications, skills and experience. We ensure that workplace compensation practices are free from gender-based discrimination across the organization. We offer comprehensive compensation packages to promote a fair, respectable standard of living.

SOCIETY AND COMMUNITY RELATIONS

5N Plus is mindful of its impact on the communities in which it is present and respects the cultures, customs and values of the communities in which it operates. We aim to have a positive impact on those around us and we maintain open dialogue with our community stakeholders so that they can provide feedback.

We have zero tolerance for any form of child labour, forced labour, sexual exploitation or abuse, modern slavery or human trafficking whether in our operations, those of our suppliers or in the communities in which we operate.



SPEAKING OPENLY

We are committed to creating an environment in which our employees can and are expected to speak openly and raise concerns about possible conduct contrary to the law, the Code and this Statement with their manager, supervisor, local Human Resources representative, or via other available reporting channels. The identity of anyone reporting a suspected violation, or participating in an investigation, will remain confidential. Concerns can also be submitted anonymously at any time, through our [Whistleblower Form](#).

We will not tolerate threats or acts of retaliation if an employee has reported an ethics, compliance or related concern in good faith; or assisted or participated in an ethics, compliance or related investigation or proceeding. If an employee believes that they have been the subject of retaliation, they shall make a report using any of the available reporting channels.

While we encourage honest reporting, the Company does not tolerate the making of knowingly false reports. A false accusation, providing false statements to investigators or the refusal to cooperate in an investigation, may be deemed a violation of the Code.

RELATED POLICIES AND PROCEDURES

This statement should be read in conjunction with the Company's policies and procedures, including:

- Code of Business Conduct (the "Code")
- Global Corporate Harassment Free Workplace Policy
- Global Health and Safety Policy
- 5N Plus regional policies, statements and supporting documents, including employment handbooks

REVIEW OF THE STATEMENT

The Governance and Compensation Committee of the Board of Directors shall review this Statement at least annually, or as it deems appropriate, and propose recommended changes to the Board.

Adopted by the Board of Directors on August 1, 2023.