

Zangge Mining Co., Ltd.

## Human Rights Policy



January 2024

# **Human Rights Policy of Zangge Mining Co., Ltd.**

## Article 1 Preface

As a responsible mineral resources development enterprise, Zangge Mining Co., Ltd. (the “Company”) firmly believes that human rights protection is the foundation for the sustainability of the enterprise, and it is essential to protect and support the human rights of everyone recognized by national and international laws and conventions.

The Company complies with the spirit and basic principles of human rights protection embodied in international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the Voluntary Principles on Security and Human Rights, observes the laws and regulations of each region in which it operates, and fully fulfills the responsibility to respect and protect human rights in order to achieve business sustainability.

## Article 2 Purpose

The purpose of this policy is to specify the guiding principles of the Company to respect and protect human rights.

## Article 3 Scope of Application

This policy applies to all personnel within the Company and all its subsidiaries, and those engaging in salt lakes, exploration sites, production sites and other projects on which the Company has operational control, and all partners, suppliers and contractors are required to comply with the requirements of this policy.

## Article 4 Commitments

The Company undertakes that it shall:

1. comply with laws and regulations: the Company strictly abides by the relevant laws, regulations and standards on human rights, and strictly observes the Labor Law

of the People's Republic of China, the Trade Union Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Rights and Interests of Women, the Provisions on Prohibition of Child Labour, and other applicable laws and regulations in the countries or regions where the Company operates and invests.

2. prohibit forced or compulsory labor: The Company works on eliminating all forms of forced or compulsory labor, resolutely refraining from any labor violations, and promises never to engage in human trafficking, or allow employees to be forced to work or subjected to corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse by disciplinary or controlling means.

3. prohibit child labor: The Company works on effectively abolishing child labor, strictly complying with laws and regulations that restrict the employment of underage workers, and prohibiting the use of child labor in its business operations or supply chain.

4. comply with equal employment and anti-discrimination: The Company works on eliminating employment and occupational discrimination, upholds the principles of fairness, impartiality and openness in the selection and recruitment of applicable talents, promises that the recruitment, treatment, and promotion decisions will not be affected on the basis of, *inter alia*, gender, age, ethnicity, race, nationality, marriage, physical disability and religious belief, maintains "zero tolerance" for any form of bullying, harassment and discrimination (including but not limited to gender and non-gender discrimination and harassment, racial discrimination, disability discrimination, pregnancy discrimination, post-natal discrimination or other unfair treatment).

5. guarantee freedom of association and collective bargaining: The Company respects the democratic rights and freedom of expression granted to employees by the Constitution and laws, complies with laws and regulations applicable to employees' freedom of association and collective bargaining, and facilitates transparent and cooperative labor-management relations.

6. maintain a safe and healthy working environment: The Company complies with

laws, regulations and international standards related to occupational health and safety, and works on providing a safe and healthy working environment, continuously improving the health and safety performance of the workplace and environment, preventing accidents, reducing the risk of occupational disasters, ensuring the safety of employees and facilitating their physical and mental health. If we identify any of the above human rights-related risks in our supply chain, we will enforce appropriate risk mitigation strategies, including suspending or discontinuing (as the case may be) our engagement with the supplier.

#### Article 5 Monitoring and Review

1. The Board of Directors of the Company shall be responsible for monitoring and ensuring the implementation of this Policy.

2. The Company shall review this Policy in due course to ensure that it is effective.

#### Article 6 Disclosure

The summary of this policy and the key programs and actions related to human rights shall be disclosed in the Company's Environmental, Social and Corporate Governance Report and posted on the Company's website for public access.

#### Article 7 Supplementary Provisions

1. This Policy, together with its amendments, shall come into force after being reviewed and approved by the Board of Directors.

2. This Policy shall be interpreted and amended by the Board of Directors of the Company.

3. In the event of any conflict between the policies previously issued by the Company and this Policy, this Policy shall prevail.