



TOREX GOLD RESOURCES INC.

Human Rights Policy

Context

At Torex Gold Resources Inc. ("**Torex**" or "the **Company**"), our organizational purpose is to transform finite mineral resources into lasting prosperity by positively impacting all the lives we touch. This involves building positive, trust-based and mutually beneficial relationships and upholding human rights across all facets of our operations. We recognize that we have a responsibility to respect and protect human rights both directly through our operations and through our business relationships, and to prevent, mitigate or remedy any potential impacts that could arise from our activities. By embedding human rights considerations into our systems, policies, standards and practices, we aim to not only respect and protect human rights, but to maximize positive human rights impacts by creating the conditions to enhance the quality of lives of those we touch.

Purpose

The Human Rights Policy (the "**Policy**") articulates our commitment to respecting, protecting and, if required, remedying the rights of all individuals with whom we interact, including our employees, contractors, workers in our value chain, members of communities where we work, and others potentially affected by our activities.

Scope

This Policy is global in scope and applies to all directors, officers, employees, contractors, service providers, and visitors of Torex, as well as its subsidiaries, any majority-owned joint venture, or other types of business partnerships. At joint ventures where Torex does not have majority operational control, we will use this Policy to guide our approach. It applies to all sites and mine life cycle phases, including exploration, design, construction, operation, and closure.

Policy Statements

- **Respect for Human Rights:** We seek to respect and protect human rights and avoid infringing, directly or complicitly, on the rights of our workforce, local community members, contractors and all those with whom we engage, in line with the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organizations' core conventions, the Universal Declaration of Human Rights, and other international human rights standards.
- **Legal Compliance:** We adhere to all applicable human rights laws and regulations in every jurisdiction in which we operate.

- **Human Rights Integration:** We integrate respect for human rights into our management systems, policies, standards and practices. This commitment is embedded across all aspects of our business to ensure effective assessment, monitoring, and management of human rights and social risks and impacts.
- **Prohibition of Exploitative Practices:** We prohibit child labour, forced labour, and modern slavery within our operations and supply chains.
- **Safe Working Conditions and Fair Treatment in the Workplace:** We provide a safe, healthy and inclusive workplace free from violence, harassment, intimidation, and discrimination. We uphold the rights to freedom of association, freedom of speech, collective bargaining, fair wages and benefits, equal opportunity, and reasonable working hours. We do not discriminate based on race, colour, nationality or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital or family status, pregnancy, disability, genetic characteristics or any other characteristic unrelated to job performance.
- **Training and Awareness:** We provide training to our teams and contractors in relevant roles to ensure they understand and actively support our expectations with respect to human rights through their behaviours and adherence to our management systems.
- **Community Engagement and Collaborative Relationships:** We uphold and respect human rights by engaging in inclusive and transparent dialogue, promoting participation, and fostering inclusion with local communities, individuals, groups and other stakeholders with whom we interact. We focus on developing meaningful trust-based relationships, aiming at achieving mutual benefit and shared involvement.
- **Indigenous Peoples' Rights:** We respect the collective and customary rights, interests, cultural values, beliefs, traditions, and land connections of any Indigenous Peoples within our areas of influence.
- **Community and Economic Development:** We work with community and government leaders to lead and support sustainable social and economic development through meaningful community investment, local employment, and procurement, and we work to eliminate barriers to the socio-economic empowerment of women and under-represented groups in our communities.
- **Human Right Due Diligence and Impact Assessments:** We conduct human rights due diligence and impact assessments as required to identify, prevent, and mitigate any actual or potential adverse impacts both within our operations and throughout our value chain. We are committed to reviewing and evaluating the evolving human rights conditions where we operate.
- **Security and Human Rights:** We abide by the Voluntary Principles on Security and Human Rights and ensure that our security providers respect human rights through our security procedures and comprehensive training.
- **Conflict-Free Sourcing:** We prioritize delivering conflict-free, responsibly sourced minerals and work closely with civil society and local governments to protect human rights and prevent abuses in mineral supply chains.
- **Right to Water and Sanitation:** We recognize access to water and sanitation as fundamental human rights and embed this recognition in our business. We respect and support these rights

in all areas of our operations and align our approach with internationally recognized standards on the right to water and sanitation.

Monitoring and Reporting

All employees, contractors and suppliers are expected to actively prevent violations of this Policy by promptly identifying and reporting incidents or potential issues before they escalate by speaking openly about any human rights concerns to their supervisors or to raise them using one of the Company's grievance mechanisms. Additionally, community relations teams are dedicated to fostering dialogue and engagement with local communities to ensure that their voices are heard and addressed.

Human rights violations can also be submitted on a confidential and anonymous basis through the Company's Whistleblower Channel, which is available to anyone, whether inside or outside the Company.

Approval and Policy Review

This policy has been approved by The Board of Directors through the Safety, Corporate Social Responsibility (CSR) and Technical Committee of the Board. This policy will be reviewed annually and updates may be approved by the CEO, in consultation with the Board of Directors, as required.

References

This Policy does not supersede applicable laws and regulations in the jurisdictions in which we operate; rather, it is intended to support the protection of human rights and the prevention of human rights abuses.

This policy is aligned with the following global initiatives and guidelines:

- [Universal Declaration of Human Rights \(UDHR\)](#)
- [International Bill of Rights](#)
- [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [Ten Principles of the United Nations Global Compact](#)
- [Voluntary Principles on Security and Human Rights](#)
- [World Gold Council - Responsible Gold Mining Principles \(RGMPs\)](#)
- [World Gold Council - Conflict-Free Gold Standard](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [International Finance Corporation \(IFC\) Performance Standards](#)