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**Zijin Mining Group Co., Ltd.\***

**紫金礦業集團股份有限公司**

*(a joint stock limited company incorporated in the People's Republic of China with limited liability)*

**(Stock code: 2899)**

## **Overseas Regulatory Announcement**

This announcement was published on the website of Shanghai Stock Exchange of the People's Republic of China by Zijin Mining Group Co., Ltd.\* (the "Company").

The announcement is written in both Chinese and English. In the case of any discrepancies, the Chinese version shall prevail over its English version.

As at the date of this announcement, the Board of Directors of the Company comprises Messrs. Chen Jinghe (Chairman), Lan Fusheng, Zou Laichang, Lin Hongfu, Ms. Lin Hongying and Mister Xie Xionghui as executive directors, Mister Li Jian as non-executive director, and Messrs. Zhu Guang, Mao Jingwen, Li Changqing, He Fulong and Suen Man Tak as independent non-executive directors.

By Order of the Board of Directors  
**Zijin Mining Group Co., Ltd.\***  
**Chen Jinghe**  
*Chairman*

24 September 2020, Fujian, the PRC

*\*The Company's English name is for identification purpose only*

**Zijin Mining Group Co., Ltd.\***  
**Policy Statement on Human Resources Management**

As a vital part of the values of Zijin Mining Group Co., Ltd.\* (“Zijin Mining” or the “Company”), employee value is embedded in the management by objectives and daily operations of the Company. With this policy, the Company hopes to clearly communicate to all levels of operating entities and all employees the expectations and compliance boundaries when tackling issues of employee rights. At the same time, concerns for human rights shall be gradually extended to the business partners of the Company.

Human resource is the primary resource while labour is the main force for the Company’s value creation, and the respect for talents and care for employees are essentially a respect for humanity and human rights. The achievements of the Company stem from the continuous efforts of all staff and collaborators. Adhering to “balancing the development of the corporation, the employees and the society”, the Company insists on “coherence between the material and spiritual civilisations”, adopts a general principle of “respecting for employees’ basic rights”, and fully implements the “people-oriented” concept through formulating rules and regulations.

**To achieve these commitments, we will adopt the following policies:**

1. Compliance with laws: On the basis of compliance with the labour laws and regulations of the countries (regions) in which the Company operates, the Company carries out its business in an orderly manner, taking into account the characteristics of each country and region in which it operates, and strictly controls the risks associated with possible violations of human rights.
2. Respect for fundamental freedoms: Under the premise of complying with the laws and regulations of the countries (regions) in which the Company operates, respect and protect the freedoms of employees in compliance with the laws.
3. Provision of equal employment opportunities: We undertake not to use any child labour, and to treat employees of different nationalities, races, genders, religious beliefs and cultural backgrounds in a fair and equal manner. In view of the operational needs of projects and the supply capacity of human resources in the countries and regions where the Company operates, the Company will implement labour allocation strategies featuring localisation and diversification, in order to promote regional employment and harmonious development with ongoing efforts.
4. Implementation of a comprehensive remuneration plan: Implementing a comprehensive remuneration plan which includes “salary, benefits, career development and work-life balance”, and using not only material resources (including monetary benefits such as salary and performance bonuses, as well as non-monetary benefits such as paid vacations and opportunities for further training), but also spiritual

resources (growth, balance, care, etc.) to reward employees for their efforts.

(1) Employees shall be entitled to a salary commensurate with the position and the value created, and participate in performance award schemes;

(2) Employees shall be provided with various types of trainings from the enterprise, to continuously strengthen their employability within and outside the organisation. Collaborators shall also be included in the unified training system;

(3) Employees shall gain access to the room for career growth, career platform and promotion opportunities provided by the enterprise. The Company shall render multiple parallel pathways in line with traits of career development;

(4) Employees shall be entitled to various welfare conditions established by the enterprise with organisational resources, including but not limited to, the implementation of security schemes for employees in terms of pension, medical care, unemployment and other social insurances in the country and region where the enterprise is located;

(5) Employees shall be entitled to acquire a wide range of scarce experiences and exposures (internationalisation- and cross-culture-related): The Company has established internal mobility channels incorporating recruitment, competition and referral, providing an array of internal exchange opportunities for its employees;

(6) Employees shall be entitled to vacations offered by the enterprise, to meet employees' leisure needs.

5. With the concept of building a "Zijin Big Family", the Company allocates essential supplies for labour protection according to the requirements of different posts; continuously improves the employees' living and work environment, and promotes the improvement of living conditions of employees in cooperation units by formulating guidelines for the basic standards of post-security of the cooperation units.

6. Establishment of channels for employees' communication: Employees can voice their opinions and personal demands to the organisations through channels such as the "coordinated internal office platform, opinion box and enterprise forum", and organisations of different levels shall arrange specific contact points and formulate an employees' satisfaction communication mechanism.

### **Scope of application**

This policy is a public statement of intent, which applies to all personnel (including members of the board of directors, members of the supervisory committee and senior management) of Zijin Mining and its branch

companies (subsidiaries) that are operated or controlled by the Company. The implementation of this policy is also encouraged among the contractors, suppliers and their permanent and temporary employees who provide services for Zijin Mining. This policy, meanwhile, also applies to all operating mines, exploration sites, closed mines, refining, processing projects and so on over which Zijin Mining has operational control. For associates and joint ventures, Zijin Mining will utilise its shareholder's rights to promote, to the maximum extent possible, the alignment of its policies and practices with the requirements of the standards herein and to bring them into line with the principles promoted by this policy.

Zijin Mining Group Co., Ltd.\*

25 September 2020

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