



Q/ZJ

紫金矿业集团股份有限公司企业标准

Zijin Mining Group Co., Ltd. Corporate Standard

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健康、安全与安保政策

Health, Safety and Security Policy

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Health, Safety and Security Policy

1. INTRODUCTION

Zijin Mining Group Co., Ltd. (hereinafter referred to as "Zijin Mining", "we" or "the Company") regards occupational health and safety as the cornerstone of sustainable development. Adhering to the safety philosophy of "Life First", we always take the right to life as the most important human right. Guided by the "Ten Safety Guidelines" for safety management, the Company aims to achieve "zero work-related deaths, zero occupational diseases, and zero major security incidents" for employees and contractors. We continuously improve the occupational health, safety and security management system, effectively control occupational health, safety and security risks related to production and operation, continuously enhance relevant performance, and safeguard the health and well-being of employees, contractors and communities where projects are operated.

2. SCOPE

This Policy applies to all business operations and activities of the Company, its directly affiliated units, and wholly-owned or controlled subsidiaries, covering business entities, management, employees, suppliers, contractors, visitors and other relevant parties throughout the entire project lifecycle, including exploration, development, operation, mine closure, and post-closure management. The Policy is applicable simultaneously to the Company's global business activities such as investments, mergers and acquisitions, and due diligence processes, and shall serve as a key criterion for supplier selection. Zijin Mining will promote compliance with this Policy among value chain partners (including suppliers, contractors, etc.). Any violation of this Policy may jeopardize the violator's business relationship with Zijin Mining and could even result in the termination of such cooperation.

3. REFERENCES

- a) United Nations Sustainable Development Goals (SDGs)
- b) Ten Principles of the United Nations Global Compact
- c) Universal Declaration of Human Rights (UDHR)
- d) United Nations Guiding Principles on Business and Human Rights (UNGPs)
- e) Voluntary Principles on Security and Human Rights (VPSHR)
- f) International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability
- g) Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- h) International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and related conventions
- i) World Gold Council (WGC) Responsible Gold Mining Principles (RGMPs)

4. MANAGEMENT APPROACH

Zijin Mining fulfills this Policy through the following approaches:

- a) Strictly comply with international safety guidelines and the laws and regulations of operating jurisdictions, including the ISO 45001 Occupational Health and Safety Management System, ISO 55001 Asset Management System, ISO 31000 Risk Management Guidelines, and *the*

Voluntary Principles on Security and Human Rights (VPSHR). We are committed to building a leading health, safety and security management system to achieve intrinsic safety.

- b) Under the leadership of the Board of Directors, senior management is responsible for Zijin Mining's health, safety and security strategy and performance. They strive to ensure safe working conditions, set an example from themselves and details, and establish and nurture a healthy "zero-harm" safety culture.
- c) Every employee and contractor is responsible for their own safety and the safety of those around them, participates in activities to reduce operational risks, and has the right to intervene when working conditions are unsafe.
- d) Identify and assess hazards and harmful factors, formulate and implement corresponding control measures such as engineering technology, safety and security management, education and training, personal protection, and emergency response, to minimize health and safety risks to employees, contractors and visitors.
- e) Set health, safety and security performance objectives at all levels and functions, including senior management, and incorporate relevant performance into compensation evaluation factors. Regularly review the effectiveness and sustainability of the current health, safety and security management system, and provide the required leadership and resources to ensure continuous improvement in our operations.
- f) Safeguard community safety and stability, protect the Company's personnel, property, information, processes and reputation, create and maintain a safe and stable working environment for employees and contractors, and exert a positive impact on the safety of surrounding communities.
- g) Safeguard employees' rights to information, participation and refusal in safety-related matters, and establishes unobstructed channels for grievances and feedback. Conduct transparent communication and engagement with internal and external stakeholders on our relevant management policies and performance, and disclose such information to the public.

4.1 Management System

The Strategic and ESG Committee of the Company's Board of Directors is responsible for determining the Company's safety strategy and management direction. At the operational level, the Company has established a Work Safety Committee chaired by the President, which serves as the highest decision-making and coordination body for occupational health, work safety, and emergency management. Under the Work Safety Committee, there is an Office, with the Emergency and Safety Operation Department as the executive unit, responsible for the comprehensive supervision and management of the Company's work safety. All mining, smelting and other units have set up safety management institutions and equipped with full-time safety management personnel. Contractors assume independent work safety responsibilities in accordance with project contracts and work safety management agreements, and are integrated into our unified safety management system.

Zijin Mining is committed to complying with applicable occupational health and safety regulatory requirements in all countries where it operates globally, and continuously optimizes the Health, Safety and Security (HSS) Management System. Referring to the requirements of standards such as ISO 45001, relevant International Labour Organization (ILO) conventions, and the International Council on Mining and Metals (ICMM) Mining Principles, as well as international best practices, we have established a pyramid-shaped management system consisting of management manuals, procedure documents, work instructions, specifications and standards, and record forms. We continuously revise and improve systems, guidelines and standards at all levels. In addition, we have formulated system evaluation guidelines and detailed rules, and organized evaluations (internal audits) on the operation of the management systems of subsidiaries. We also engage third-party institutions to conduct compliance evaluations and inspections, and carry out safety audits (external audits) for some large-scale mines.

4.2 Occupational Health Management

Zijin Mining values the physical and mental health of all workers and is committed to providing safe and healthy workplaces for employees and contractors, preventing work-related injuries and health

impairments. We adopt the occupational disease prevention and control policy of "prevention first, combining prevention and treatment", implement classified management and comprehensive control of health risks in the production environment, and formulate occupational health management plans for all employees. To safeguard the physical and mental health of all employees and contractors, we actively provide health services such as health monitoring, prevention and control of infectious diseases and chronic diseases, and mental health counseling, and foster a positive, harmonious and inclusive health culture.

4.3 Safety Management

Zijin Mining adheres to the principles of "everything based on risk, risk pre-control, and dynamic management", integrating risk management into all the Company's business activities—including exploration, project development, mine operation, mine expansion, acquisition, asset divestiture, and mine closure. This effort aims to address various safety risks faced by employees, business partners, and visitors. We conduct risk management with the following priorities:

- a) Full-life-cycle control: Emphasize source prevention, strengthen risk control during the design phase of operational projects, and implement risk management and control measures throughout the entire construction and production process.
- b) Unsafe behavior control: We implement a company-wide safety literacy improvement program, adopt multi-dimensional behavioral intervention technologies, and foster employees' safe behavioral habits. Additionally, we proactively pay attention to employees' physical and mental health to reduce operational risks caused by factors such as fatigue, stress, and sub-health.
- c) Risk change management: Continuously identify risks and promptly update risk lists and control measures at all levels; upgrade management and control for recurring hazards and during critical periods; eliminate or mitigate safety risks that may arise from permanent or temporary changes in personnel, facilities, processes (technologies), etc.
- d) Integrated Contractor Management: We integrate contractors into the Company's safety management system as a whole, implementing integrated oversight of contractors' safety qualifications, personnel competence, on-site management, and working conditions, etc.

4.4 Emergency Management

Zijin Mining is committed to enhancing its capacity to respond to various public crises and emergent accidents, minimizing casualties, property losses, environmental damage, and social impacts to the greatest extent. To prevent emergencies, we have formulated an overall emergency response plan and established a robust emergency management system. We have built a Work Safety Monitoring and Emergency Dispatch Center covering major subsidiaries. By applying new technologies such as AI intelligent recognition, underground precise positioning, the Internet of Things (IoT), and big data, we achieve interconnection and integrated control of key risks, critical facilities, and priority areas, thereby improving our capabilities in monitoring, early warning, emergency rescue, and disposal of major risks. We require all mines to form professional mine emergency rescue teams with extensive expertise. These teams are equipped with multiple full-time and part-time emergency rescue professionals and specialized equipment, and conduct regular competency training and drills to respond to various emergent situations.

4.5 Security Management

Zijin Mining is committed to protecting the Company's personnel, property, information and reputation, creating and maintaining a safe and stable working environment for employees and contractors, while integrating the concept of human rights protection throughout the entire process of security management. We pledge to ensure the safety of company operations and employees within the operational framework, and practice the principle of respecting human rights through cooperation with public security agencies, security service providers, and communication and engagement with local communities. For more information on human rights protection management, please refer to Zijin Mining's *Human Rights Policy*.

Guided by the assessment process outlined in ISO 31000 Risk Management Guidelines, we evaluate

the implementation of the Company's project security risk benchmark standards and risk levels against internationally recognized security risk assessment models in the security industry (such as Project Security Risk Assessment (SRA)) and elements defined by international security experts. Corresponding mitigation and reduction measures are formulated to minimize risks faced by projects to the extent reasonably practicable. The Company strictly adheres to the *Voluntary Principles on Security and Human Rights (VPSHR)*, clarifies the principles for the reasonable use of force and firearms, standardizes relevant training requirements and procedures, and establishes a review process for public/private security forces to ensure they have no history of human rights violations. All security personnel are provided with training on human rights and job-specific skills.

We conduct regular internal audits and on-site inspections to assess subsidiaries' compliance with and implementation of security policies and relevant regulations. During the audit process, on-site security inspections may be conducted when conditions permit, based on actual risk levels and priorities. To safeguard community rights and interests, we have explicitly enabled communities to conveniently report security-related human rights violations through the Company's diversified grievance channels, ensuring that claims are promptly responded to and resolved.

4.6 Information Disclosure and Transparency

Zijin Mining commits to publicly disclosing its health, safety and security (HSS) performance indicators on a regular basis, and also informs employees, communities and investors of the progress in handling major incidents, so as to ensure information transparency and public oversight.

5. SUPPLEMENTARY PROVISIONS

5.1 Approval Authority: This policy is approved by the Zijin Mining Board of Directors' Executive and Investment Committee and takes effect from the date of issuance.

5.2 Language: This policy is prepared in both Chinese and English. In case of any discrepancy between the two versions, the Chinese version shall prevail.

5.3 Interpretation: This policy is interpreted by the Zijin Mining ESG Office.