SECURITY PRACTICES

OUR MANAGEMENT APPROACH

We work cross-functionally and in close collaboration with contract security providers and other stakeholders to support our daily security operations and incident management approach. Our commitment to protecting the safety and respecting the human rights of our workforce and local communities is guided by our policies and procedures relating to human rights. Our approach gives special consideration to vulnerable groups.

Policies

- Global Code of Ethical Conduct
- Global Human Rights Policy
- Social Sustainability Policy
- Supplier Code of Conduct (Supplier Code)

Standards and Guidelines

- Our Security and Human Rights Standard is a structured, auditable security management framework aligned with the Voluntary Principles on Security and Human Rights, UNICEF Canada's Child Rights and Security Checklist, and elements of the World Gold Council's Conflict-Free Gold Standard (CFGS).

Plans, Programs, and Initiatives

- Response mechanisms at each site help us understand and respond to community questions and concerns around perceived or actual impacts of our activities.
- Training on security and human rights is provided to security contractors approximately every four months.

Monitoring and Evaluating

- Our Security and Human Rights Standard Risk Register allows us to identify and mitigate a range of security, sustainability, legal, and political risks related to security and human rights. Sites update the register annually or in response to specific risks.
- Annual assessments are conducted to review our practices against the requirements of our Security and Human Rights Standard.
- We have external limited assurance of our compliance with the CFGS as defined by the World Gold Council.
- Weekly security manager check-ins help us monitor implementation of our Security and Human Rights Standard, assess emerging risks, and respond to challenges.

Accountability

- Each operation has a security representative responsible for security and management of security contractors.
- The Director of Security and Crisis Management is responsible for maintaining compliance with the Security and Human Rights Standard and related initiatives across the Company.
- The Director of Security Operations is responsible for the operational security, risks, and daily operation of the sites.
- The Senior Vice President of Corporate Affairs and Sustainability oversees security.
- The Communities and Sustainable Development Committee of the Board oversees the Company's security performance.