



Supplier Code of Conduct Regarding Human Rights

1. Introduction

Lundin Gold Inc., including its subsidiaries (collectively, “Lundin Gold” or the “Company”), is committed to conducting business with integrity, transparency, and respect for the environment and human rights. As a Canadian mining company with international operations, we expect you, as a supplier, contractor, or vendor of Lundin Gold to share these values and adhere to the highest ethical standards. This Supplier Code of Conduct sets out the standards by which Lundin Gold expects you to conduct your business with us.

2. Compliance with Laws and Regulations

You must comply with all applicable local, national, and international laws, regulations, and standards. This includes but is not limited to laws related to labour, health and safety, environmental protection and anti-corruption.

3. Human Rights and Labour Standards

You are expected to respect and uphold the human rights of your workers and to treat your workers with dignity and respect. This includes:

3.1. Prohibition of forced labour: you will not engage in or support the use of forced, bonded, or involuntary labour. This includes any work obtained through threats, force, or penalties. You must not require workers to pay money or surrender any government-issued identification, passports or work permits as a condition of employment.

3.2. Prohibition of child labour: you must not employ anyone under the legal working age and must comply with international standards regarding child labour. If you do employ individuals under the age of 18, you must ensure any work carried out by them will not be mentally, physically, socially or morally dangerous or interfere with their schooling. In the performance of your services, no one under the age of 18 is permitted entry into the Company's Fruta del Norte mine.

3.3. Fair labour practices: you must pay at least the minimum wage required by local laws, and payment must be made when due. Your employees must not work more hours per day than legally permitted and must receive all required rest periods. You may not deduct any wages as a disciplinary measure or for any other reason that is not permitted by local laws.

3.4. Anti-harassment and discrimination: you will provide a workplace free of harassment and discrimination based on race, colour, gender, religion, political opinion, ethnicity, age, nationality or social origin, sexual orientation or union membership.

3.5. Freedom of association: you shall respect the rights of workers to form and join trade unions and bargain collectively.

3.6. Right to remedy: you will maintain policies and practices to allow violations, misconduct or grievances to be reported by your workforce, and ensure such reports are addressed without delay or fear of retaliation.

3.7. You are required to provide a clean, safe and healthy working environment for your employees. This includes:

3.7.1. Implementing health and safety management systems that comply with local laws and industry best practices.

3.7.2. Providing adequate training, protective equipment, and emergency preparedness to prevent workplace injuries and illnesses.

3.7.3. Ensuring that all facilities, machinery, and equipment are maintained in a clean and safe condition.

4. Environmental responsibility

You must operate in an environmentally responsible and sustainable manner. This includes:

4.1. Complying with all applicable environmental laws and regulations.

4.2. Minimizing the environmental impact of your operations through efficient use of resources, reducing waste, and managing emissions.

4.3. Taking proactive steps to prevent pollution and environmental degradation.

5. Monitoring and Compliance

Lundin Gold reserves the right to monitor and audit your compliance with this Supplier Code of Conduct. You are expected to provide access to relevant documentation and facilities to allow Lundin Gold to conduct such audits. If you do not comply, Lundin Gold may take corrective actions, including termination of our business relationship.

6. Reporting and Whistleblower Protection

You and your employees are encouraged to report any violations of this Supplier Code of Conduct to Lundin Gold. Reports can be made confidentially and without fear of retaliation as directed under Lundin Gold's Whistleblower Policy found at <https://lundingold.com/about/corporate-governance/whistleblower-policy/> or through Lundin Gold's Whistleblower website at www.integritycounts.ca/org/lundingold. You shall inform your employees of Lundin Gold's Whistleblower Policy.