

GROUP POLICY STATEMENT

HARASSMENT & BULLYING

Andrada Mining is committed to creating and maintaining an environment that is free from any form of harassment and/or bullying. Andrada Mining is committed to creating a working environment that is free from harassment, including sexual harassment (Refer to ***Sexual Harassment Policy***), and bullying in which the integrity, dignity, privacy, and the right to equality of all employees, job applicants, and persons who have dealings with the Company is respected. Any form of harassment and/or bullying in the workplace will not be permitted or condoned.

Harassment is any unwanted and unwelcome behaviour that focuses on treating people differently based on characteristics or differences that make an individual unique (i.e., race, religion, sex, pregnancy, gender identity, age, disability, nationality, etc). Harassment is behaviour which is offensive or intrusive to an individual or which makes an individual feel uncomfortable, unsafe, frightened, or embarrassed. Harassment may be physical or verbal and includes sexual harassment.

Examples of physical harassment include but are not limited to:

- Physically attacking an individual (i.e., hitting, pushing, kicking)
- Destroying or damaging an individual's personal property or work
- Touching an individual without consent
- Intrusion into an individual's personal space

Examples of verbal harassment include but are not limited to:

- Derogatory jokes (i.e., disguising a harmful remark as a joke)
- Personal insults: insulting an individual based on unique differences (i.e., race, education, sex, etc.) might be condescending or dismissive and aims to undermine an individual
- Racial slurs and malicious, negative stereotyping expressed towards an individual or group directly or indirectly (e.g., written on walls)
- Name-calling (i.e., ridiculing, critical comments designed to undermine an individual)
- Threats: threats might result in increased verbal abuse and are designed to terrify an individual into complying with the perpetrator
- Accusations (i.e., malicious, and false accusations)

Refer to ***Group Sexual Harassment Policy*** for examples of sexual harassment.

Bullying is often an abuse or misuse of power intended to undermine, humiliate, denigrate, or injure the victim through means of repeated offensive, intimidating, malicious, or insulting behaviour.

Examples of bullying include but are not limited to:

- Threats, humiliation, and intimidation
- Purposely misleading an individual about their work duties (i.e., unclear directions or incorrect deadlines)
- Excluding an individual or stopping an individual from working with people or taking part in activities that relates to the individual's work
- Deliberately holding back information an individual may need to successfully complete their work
- Pushing, shoving, tripping, or grabbing an individual in the workplace

- Attacking or threatening an individual with objects (i.e., knives, guns, clubs, etc.)

At Andrada Mining we are committed to:

- Preventing harassment and/or bullying from occurring in the workplace;
- Promoting a culture that facilitates the detection, reporting, and eradication of any harassment and/or bullying;
- Assisting all victims of such harassment and/or bullying;
- Protecting all victims from retaliation, victimisation, or disadvantage as a result of reporting harassment and/or bullying; and
- Taking appropriate disciplinary action against any employee who has been found guilty of harassment and/or bullying.

Everyone working at Andrada Mining's operations plays an active role in achieving these commitments by:

- Reporting actual or perceived violations of this Policy; and
- Complying with documented policies, standards, and procedures.



Anthony Viljoen
Chief Executive Officer

17/02/2023

Date