

GROUP POLICY STATEMENT

SEXUAL HARASSMENT

Andrada Mining is committed to providing a safe environment to its employees and all third parties including the provision of a work environment free from sexual harassment. Andrada Mining has a zero-tolerance policy for any form of sexual harassment in the workplace. Andrada Mining will treat all incidents seriously and will promptly investigate all allegations of sexual harassment. Andrada Mining is committed to upholding the integrity, dignity, privacy, and the right to equality of all employees, job applicants, and persons who have dealings with the Company.

Sexual harassment shall be considered as unwanted or unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature that distinguishes it from behaviour that is welcome, mutual, and consensual. Sexual harassment can involve one or more incidents and actions constituting sexual harassment which may be physical, verbal, or non-verbal.

Physical forms of sexual harassment include but are not limited to:

- All unwanted physical contact ranging from touching to sexual assault and rape

Verbal forms of sexual harassment include but are not limited to:

- Unwelcome innuendoes or suggestive remarks and hints;
- Sexual advances, comments with sexual overtones, sex-related jokes or insults;
- Insinuations or unwelcome graphic comments about a person's sex or private life, appearance, or body made in their presence or directed towards them;
- Unwanted whistling directed at a person or group of persons;
- Continued pressure for dates or for sexual favours;
- Letters or telephone calls, emails, short-text messages (SMS), or social media messages of a sexual nature.

Non-verbal forms of sexual harassment include but are not limited to:

- Staring, leering, and unwelcome gestures;
- Indecent exposure;
- The unwelcome display of sexually explicit material including pictures, magazines, videos, or objects including sexually explicit material on computers;
- *Quid pro quo* harassment occurs where a principal, member of management, or co-employee undertakes or attempts to influence or influences the process of employment, promotion, training, discipline, dismissal, salary increments, or other benefits of an employee or job applicant in exchange for sexual favours.

At Andrada Mining we are committed to:

- Conducting sexual harassment education workshops for existing employees and to include education on the Andrada Mining Sexual Harassment Policy and Procedure in the induction of new employees;
- Training management on the correct handling of cases of reported sexual harassment;
- Eliminating, in compliance with the local legal regulations, sexual harassment in the workplace;
- Providing appropriate procedures to deal with, investigate and conclude the alleged matter appropriately and effectively, and prevent its reoccurrence;
- Where applicable, taking the necessary disciplinary action; and

- Encouraging and promoting the development and implementation of policies and procedures that will lead to the creation of a workplace free from sexual harassment, where employers and employees respect one another's integrity and dignity, their privacy, and their right to equality in the workplace.

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