



Amaroq Minerals Ltd.

FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS REPORT

FOR THE YEAR ENDING 31 DECEMBER 2023

INTRODUCTION

This report (the "**Report**") has been prepared in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") for Amaroq Minerals Ltd. ("**Amaroq**", or "**we**", "**us**", "**our**").

The Report outlines the steps taken by Amaroq during the financial year commencing January 1, 2023 and ending December 31, 2023 (the "**Reporting Period**") to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods by Amaroq or in the goods imported by Amaroq into Canada, along with other relevant information required under section 11 of the Act.

1. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

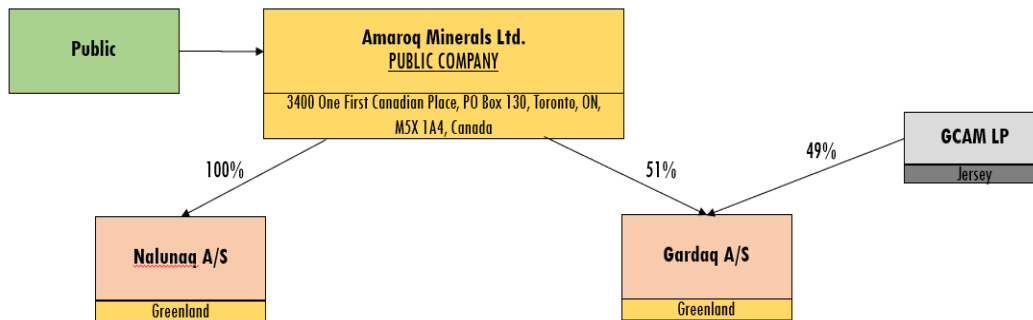
Amaroq is incorporated under the *Canada Business Corporations Act*. Our head office is situated at 3400 One First Canadian Place, P.O. Box 130, Toronto, Ontario, Canada, M5X 1A4. We are listed on the TSX Venture Exchange, the Alternative Investment Market of the London Stock Exchange, and the Nasdaq Iceland Main Market.

Amaroq is an exploration and development stage mining company, and currently has no mines in production. Our properties are located in Greenland, with the Nalunaq property being our primary asset. We are currently developing the Nalunaq property via our 100% subsidiary, Nalunaq A/S, which is incorporated under the *Greenland Public Companies Act*.

Amaroq is also actively exploring what we believe to be world class gold deposits known as Vagar and Nanoq; and through a joint venture with GCAM LP will expand its focus on exploring for strategic minerals in Sava, Stendalen, Paatusoq and Kobberminebugt to potentially fill the growing supply gap. The joint venture with 51% of Amaroq's interest operates via Garda A/S which is incorporated in Greenland.

I. Corporate Structure

The following diagram illustrates the intercorporate relationship between Amaroq, Nalunaq A/S, and Gardaq A/S:



Additional information about our operations, properties, owned and controlled entities, and investments is available on [our website](#).

II. Supply Chains

Amaroq's supply chain, in general, includes:

- machinery and equipment;
- fuel and lubricants;
- engineering and construction services;
- contract mining services;
- maintenance services;
- site support;
- professional services;
- drilling and assays;
- sea freight and local water transport in Greenland;
- air freight and local helicopter services in Greenland;
- telecommunications; and
- real estate leasing and office-related supplies.

By value, the majority of our tier 1 suppliers are located in North America, Greenland, the European Union and the United Kingdom.

Amaroq's workforce includes people working in various jurisdiction including five in Canada. On-site in Greenland, there are approximately 33 people working daily on average including contractors. 61% of Amaroq's workforce is Greenlandic personnel. A high proportion of our workforce is skilled (e.g., geologists and engineers) or semiskilled (e.g., machine operators and truck drivers).

2. POLICIES AND DUE DILIGENCE PROCESSES RELATED TO FORCED LABOUR AND CHILD LABOUR

Amaroq is committed to encouraging our employees, directors, consultants, and contractors to take a proactive approach in identifying and responding to real and potential adverse impacts of their activities throughout their supply chains.

The following key policies, including those which were adopted by Amaroq's Board of Directors during the Reporting Period, are used to assess and address supply chain risks:

Policy	Mitigation measures	Key communication and implementation actions
Code of Business Conduct and Ethics (" Code of Conduct ")	Sets out expectations of personal and corporate conduct and the behaviour of our employees, contractors, and other suppliers. Code of Conduct requires our internal and external workforce to comply with all other codes and policies, which include forced labour and child labour prohibitions.	All employees and contractors are made aware of our Code of Conduct through onboarding processes, including registered confirmation of their understanding and agreement to adhere to the code.
Human Rights, Child and Forced Labour Policy (" Human Rights Policy ")	<ul style="list-style-type: none"> • Sets out our commitment to respect the human rights of all our stakeholders. • Includes a specific commitment to not engage in forced or child labour and to ensure such labour is not present in our workforce or supply chain. • Sets out our expectation that employees, contractors, suppliers, and other third parties we engage with respect human rights. 	All employees and contractors are made aware of this policy through onboarding processes including registered confirmation of their understanding and agreement to adhere to the policy.
Supplier Code of Conduct Policy (" Supplier Code ")	<ul style="list-style-type: none"> • Outlines our expectations and requirements for all suppliers to uphold the highest standards of integrity, respect for human rights, and preservation of the environment. • Requires suppliers to prohibit forced labour and child labour. 	The Supplier Code is communicated to suppliers during vendor onboarding processes. Further, our standard contract terms include requirements to comply with our policies and codes of conduct, including the Supplier Code.

3. **FORCED LABOUR AND CHILD LABOUR SUPPLY CHAIN RISKS AND STEPS TAKEN TO ADDRESS THESE RISKS**

I. **Our potential risks**

Operational risks

Our operations occur mainly in Greenland, a jurisdiction with a strong human rights protection profile and established labour regulation and border control procedures. As such, we have assessed the risk of forced labour and child labour in our operations to be low. We will continue to deploy our due diligence measures to address potential risks relating to forced labour and child labour.

Supply chain risks

We secure the goods and services described in this Report, through local, regional, and multinational organizations. There may be a risk of forced labour and child labour throughout our supply chain, including risks associated with our direct and indirect suppliers. This risk may increase depending upon factors such as the relevant industry, product, geography, and entity. As part of our future due diligence activities, we intend to conduct targeted deep dive risk assessments focused on high-risk categories to assess risks beyond our direct supplier relationships.

II. **Steps taken to reduce potential risks**

We have taken significant steps during the Reporting Period to improve and further develop our abovementioned governance frameworks. We are also working on forming of a set of practices specifically to help us identify and assess the risks of forced labour and child labour in our operations and supply chains (“**Forced and Child Labour Practices**”). The Forced and Child Labour Practices will examine country and industry risks using, among other means, a suite of internal tools and external resources, including the Global Slavery Index and United States Bureau of International Labor Affairs’ List of Goods Produced by Child Labour or Forced Labour.

In identifying and describing our risks of involvement in forced labour and child labour, the Forced and Child Labour Practices use the concepts of “cause”, “contribute” and “directly linked” as set out in the United Nations Guiding Principles on Business and Human Rights:

Type of involvement	Definition	Example
Cause	A company may cause child or forced labour if its own actions or omissions directly result in such practices.	A company employs children to mine on their site.

Contribute	A company may contribute to forced labour if its actions or omissions in its operations or supply chains contribute to such practices.	A company places unrealistic costs and timeframes on a supplier, which could only be met if they use child or forced labour.
Directly linked	A company's operations, products or services may be directly linked to child or forced labour through the activities of another entity it has a business relationship with, such as with a joint venture partner or supplier, or through the activities of entities the company does not have a direct contractual relationship with.	A company procures goods that were manufactured multiple tiers down the supply chain with forced or child labour.

4. REMEDIATION MEASURES

As no forced labour or child labour related adverse impact was identified in the Reporting Period, no measures were taken to remediate such impact in our operations or within our supply chain.

5. REMEDIATION OF LOSS OF INCOME

We have not been made aware of any instances of forced labour or child labour in our supply chains and/or operations in the Reporting Period. Therefore, no measures have been taken to remediate the loss of income to the most vulnerable families as a result of measures taken to eliminate the use of forced labour or child labour in activities or supply chains.

6. TRAINING

During the Reporting Period, Amaroq did not facilitate formal training courses on forced labour and child labour for its employees.

Amaroq took a number of measures associated with raising awareness and understanding of our Code of Conduct, Labour Policy, and Supplier Code during the Reporting Period. Such measures included dissemination and posting of our policies on our website with explanatory comments and requesting that all of our employees and contractors acknowledge that they are aware of our policies.

7. ASSESSING EFFECTIVENESS

As many of our policies were enacted during the Reporting Period, we did not assess the effectiveness of them during the Reporting Period. We intend to identify measures which will assist Amaroq in assessing the effectiveness of our due diligence measures related to forced labour and child labour.

8. APPROVAL AND ATTESTATION OF REPORT

This report has been approved by written resolution of the Board of Directors of Amaroq on 26 March 2024 pursuant to paragraph 4(a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

March 26, 2024



Name: Eldur Olafsson
Title: Chief Executive Officer, Director

I have the authority to bind Amaroq Minerals Ltd.