

ZIJIN CANADA

FORCED LABOUR
AND CHILD LABOUR
ANNUAL REPORT

2023



Who We Are

Zijin Mining Group Company Limited (“Zijin”), headquartered in China, is a large multinational mining company engaged in global exploration and development of copper, gold, zinc and lithium, as well as research in mining engineering and application. Zijin is developing and following a green, low carbon, circular model for the entire mining value chain, to provide materials the world needs in a low carbon future.

Zijin is the parent company for the three Canadian entities addressed in this report for the year ended December 31, 2023, namely: Continental Gold Inc., Guyana Gold Inc., and Neo Lithium Corp (collectively called “Zijin Canada”, “We”).

Continental Gold Inc. is an exploration and development company focused on gold production. The company's primary focus is the development and operation of Buritica gold mine in Colombia.

Guyana Goldfields Inc. focuses on exploring and developing gold deposits in the Guyana Shield of South America (the Aurora Gold Project) and ongoing exploration for gold at its Aranka Property in the area.

Neo Lithium Corp. owns the 3Q lithium brine project in Argentina which is currently under project development stage.

The report outlines the comprehensive measures implemented to proactively prevent and mitigate the risk of forced labor or child labor at supply chain and other phases of the mining process engaged by the operations carried out by aforementioned entities and respective subsidiaries outside Canada.

The Supply Chains

We strive to work with suppliers, agents, consultants, and other third parties and business partners, as well as their respective employees, directors, and officers, who share our commitment to social, ethical, and environmental responsibility. We follow Zijin Corporate Code of Conduct to build a “transparent”, “friendly”, “fair and Just” responsible supply chain. Procurement conducted is based on the principles of equality, mutual trust, and win-win cooperation:

- Both global and local procurement;
- Prioritize procurement of materials with regional advantages in the areas where our business is located.

Our supply chain and logistics activities include three major categories:

- Sourcing from local for food supplies and production / construction / maintenance materials. The majority of our supply chain activities are under this category.
- Importing major equipment, spare parts, and critical production materials (such as chemicals) from around the world; shipping out metal products to refinery plants outside the countries.
- Providing food and other items to local communities for those in need; actively participating in a wide range of community initiatives for long-term sustainable development.

Policies and Procedures

We recognize high-risk groups for forced labor and child labor in our operations, including: mining and maintenance workers in producing mines, construction workers in developing mines, and supply chain networks that we participate.

In each area of our operations, we promote an environment where employees work together for the benefit of its shareholders, employees, and other stakeholders. We believe that ethical conduct goes beyond compliance

and is part of a comprehensive governance culture. From our parent company Zijin to each mining project, we have comprehensive policies designed to protect human rights and prevent forced labor and minors in our labor force.

We are dedicated to providing employees with information about their rights under national labor and employment law in the country we operate, including their rights related to wages and benefits. We are committed to upholding ethical labor practices by rejecting any forced, bonded, and child labor, and by adhering to national laws on the minimum age for workers. Furthermore, we are in compliance with the International Finance Corporation's (IFC) Performance Standard concerning labor and working conditions. We prioritize establishing a safe working environment and implementing an ongoing safety program.

We have implemented various measures to prevent forced labor and child labor in mining operations and along supply chain networks:

1. Establish hiring policies explicitly prohibiting forced labor and child labor, and ensure these policies are communicated and enforced across all operations and suppliers.
2. Implement a code of conduct for employees, contractors, and suppliers that includes strict adherence to labor standards.
3. Conduct thorough due diligence when selecting suppliers and contractors, ensuring they comply with international labor standards. Supplier contracts include clauses mandating compliance with forced labor and child labor prohibitions.
4. Engage with government authorities to ensure compliance with local and international labor laws.
5. Advocate for stronger enforcement of labor laws and support legislative efforts to combat forced and child labor.
6. Establish confidential and accessible reporting systems for workers to report labor abuses without fear of retaliation.
7. Provide regular training to employees, suppliers, and contractors on human rights, ethical labor practices, and how to identify and report forced and child labor.
8. Engage in community outreach to raise awareness about the risks and consequences of forced and child labor.

Employee Training

We are committed to maintaining a safe and ethical work environment for all employees and contractors. To ensure this, our handbook contains important policies covering the following areas:

1. Training on identifying signs of forced labor and child labor, including coercion, threats, lack of freedom to leave the workplace, identity document forgery, and the presence of children in hazardous work environments.
2. Overview of international laws and conventions related to forced and child labour.
3. Explanation of national laws and regulations governing labour practices, including any specific to the mining sector.
4. Detailed review of the company's human rights policy, emphasizing zero tolerance for forced and child labour.
5. Training on how to use the company's reporting mechanisms to report suspected cases of company policy violation.
6. Assurances that reports will be kept confidential and that whistleblowers will be protected from retaliation.
7. Clear guidelines on what to do if forced or child labour is suspected, including whom to contact and the steps to take to ensure the safety of potential victims.

Initiatives to Combat Modern Slavery

We implemented a number of “Buy Local” and “Hire Local” initiatives to foster local business development, and give priority to local professionals and laborers. We actively participate in and provide support to social welfare activities such as environmental protection, education, culture, science, health, community building, poverty alleviation and relief, and economic development in the regions where it operates. We invest significant amounts in community infrastructure, healthcare, and livelihood programs to improve living standards and reduce vulnerability to forced and child labor. Additionally, we support community construction, transportation, electricity access, drinking water, and housing projects for communities around the mines. We provide technical training to help enhance and develop the skills of local villagers. We also develop community programs that provide economic alternatives to families, reducing the economic pressure to resort to child labor.

Assessing our Effectiveness

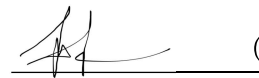
We willingly accept supervision and inspection by government departments and regulatory authorities. We also pay attention to local communities, general public, and media feedback about our performance. We conduct surprise inspections to identify and address any cases of forced or child labor. Additionally, we carry out regular, independent audits of mining sites and major suppliers to ensure compliance with labor standards.

As of December 31, 2023, we have not encountered any instances of forced labor or child labor, and therefore, have not needed to address and rectify such situations.

Report Approval and Attestation

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.

I have the authority to bind Zijin Canada.

 (for)

Shaoyang Shen

CEO

Date: May 30, 2024