



# Business Conduct, Ethics & Anti-bribery Policy

## Overview

This policy applies to all Anglo Asian Mining management and employees, setting forth the business conduct, ethics, and anti-bribery standards that guide our operations. Anglo Asian Mining is committed to integrity in every aspect of its business and maintains a zero-tolerance stance on bribery and corruption. The Group operates strictly within the laws of the countries in which it conducts business.

## Business Conduct and Ethics

1. **Human Rights:** Anglo Asian Mining is committed to upholding and respecting human rights, strictly enforcing a zero-tolerance policy against any form of human rights abuse by its employees within its operations.
2. **Honest and Legal Conduct:** Employees are prohibited from engaging in dishonest or criminal activities, including theft, fraud, corruption, or insider trading. Any employee who becomes aware of such activities within the Company must promptly report them.
3. **Asset Protection:** Anglo Asian Mining safeguards all its assets and systems, ensuring they are used responsibly and solely for business purposes.
4. **Legal Compliance:** Anglo Asian Mining operates in compliance with all applicable local laws, including those relating to employment rights, labour standards, and environmental regulations.

## Anti-bribery Standards

1. **Zero Tolerance for Bribery:** No employee is permitted to pay, offer, accept, agree to accept, or solicit bribes in any form, including facilitation payments. Anglo Asian Mining employees are also prohibited from authorising or allowing suppliers or third parties to make bribes on the Company's behalf.
2. **Confidentiality and Integrity:** Anglo Asian Mining protects its confidential information and ensure it is not used for personal gain, private interests, or the benefit of third parties.
3. **Detection and Prevention:** Anglo Asian Mining maintains systems and procedures to prevent, detect, investigate, and respond to any allegations or incidents related to bribery and corruption.

4. **Procurement Integrity:** Our standardised procurement processes minimise bribery and corruption risks in the selection of suppliers and business partners.

### **Employee Responsibility and Compliance**

Anglo Asian Mining is committed to supporting employees in upholding this policy, providing any necessary guidance and resources. Each employee is expected to act in accordance with the principles outlined here, contributing to a culture of integrity and accountability.

### **Contact**

Questions or concerns regarding this Policy or health and safety practices should be directed to Anglo Asian Mining. Contact information is available on the Company's website.

*This policy has been approved by the Board of Directors and is championed by the Sustainability Committee. Regular updates will ensure alignment with industry best practices, further solidifying our role as a responsible leader in sustainable mining.*