

Robex.

**A BLUEPRINT
FOR RESPONSIBLE MINING**

JULY 2023

HUMAN RIGHTS POLICY



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Robex Resources Inc (“Robex” or “the Company”) is a Canadian gold mining company listed on the Toronto Stock Exchange - venture (“TSX-V”) and headquartered in Quebec, Canada. The company currently operates two main assets in the highly prospective Birimian Greenstone belt, i.e., the Nampala Gold mine in Mali, and the Kiniero Gold Project in Guinea (Conakry).

Robex is committed to applying the following Human Rights Policy as a commitment to assure its business, operations and other activities are run in respect of applicable laws, fairness and wellbeing with its staff, contractors, communities and stakeholders. Robex recognises the inherent risks associated with its activities and shall establish a robust, safe system of work and effective leadership capability at all levels of the company.

I. INTRODUCTION

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Robex Resources recognises the inherent, equal and inalienable rights of all people to freedom, justice and peace. The Company is committed to treating all of our officers, employees, contractors, sub-contractors, agents and the local communities and individuals who live in proximity to our operations or are impacted by our business relationships fairly and with dignity. The Company seeks to continually improve its processes and practices to protect human rights within our operations and supply chains. This policy outlines the Company's commitment to seek to identify, reduce and ultimately prevent abuses of human rights from occurring in our operations and supply chain. The Company is committed to implementing policies and procedures that meet our legal and ethical obligations.

II. HUMAN RIGHTS

Human rights are freedoms and rights based on political, civil, economic, labour, social and cultural aspects of which all people are entitled, without discrimination. Our approach is informed by international instruments such as the International Bill of Human Rights, the United Nation's Guiding Principles and the International Labour Organisation's fundamental principles.

The Company will strive to meet these principles, especially on the prohibition of modern slavery.

To meet this commitment, Robex will:

- a) Comply with all applicable laws, regulations and license conditions in the jurisdictions in which it operates;
- b) Engage regularly on human rights matters with relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels to understand local expectations concerning human rights and facilitate their participation in the development and monitoring of our human rights approach.
- c) Strive to ensure a direct, honest and open relationship with employees and contractors that is built on mutual trust and respecting the dignity of each individual;
- d) Respect human rights across our operations and the Company's business relationships to engage with its stakeholders to promote human rights;
- e) Communicate the Human Rights Policy to our staff through training and to relevant stakeholders;
- f) Assess the human rights risks in our operations and supply chain through ongoing human rights due diligence processes;
- g) Embed our principles on human rights within multiple policy documents including those that are related to the health and safety of our employees, employment conditions, equality, diversity, security, environmental management and stakeholder engagement

III. MODERN SLAVERY

The Company recognises that modern slavery is a world-wide issue which can be unknowingly intertwined in our operations and supply chain.

Robex is not and will not engage in or condone any type of modern slavery, including forced labour or child



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labour, and enforce the age of 18 years old as the minimum age for employment at our sites. This is further detailed in the Company's Statement on Modern Slavery.

IV. WORKING WITH BUSINESS PARTNERS

The Company recognises the limits on its ability to influence or control the conduct of third parties. To the extent it is reasonably practicable to do so, the Company will endeavour to work with its suppliers and contractors to prevent, identify and (where practicable) remedy incidents of human rights abuses and modern slavery risks.

The Company welcomes open and honest dialogue with its suppliers and contractors to address any incidents of human rights abuses or modern slavery risks. The Company's suppliers and contractors may report any concerns relating to modern slavery throughout the Company's operations or supply chain in accordance with the Company's Code of Conduct.

The Company recognises that human rights abuses often go hand-in-hand with bribery and corruption. Corrupt conduct permits human rights violations to occur. To assist with eliminating human rights abuses, the Company has a zero-tolerance approach to bribery and corruption (as detailed in the Anti-Bribery and Anti-Corruption Policy) as well as all forms of retaliation, discrimination, harassment, intimidation against any person reporting a breach of this policy. The Company may seek to audit suppliers to ensure they comply with this policy. Such audits will be focused where risks regarding human rights concerns are greatest, such as given the sector and country risk of human rights abuses.

V. HUMAN RIGHTS ASSESSMENT

Where considered appropriate, the Company may undertake human rights assessments for high-risk partners which may include, but not be limited to, high-risk contractors, suppliers, joint ventures and merger and acquisitions targets.

VI. HUMAN RIGHTS MITIGATION AND REMEDIATION

Human rights abuses will ideally not occur within the Company's operations and supply chain. However, if the Company identifies risks of human rights abuses, or actual violations, it will take appropriate action to mitigate the risk or (where practicable) remediate the harm.

VII. TRAINING

Training on this policy, and specifically the risk of modern slavery in our operations and supply chain, will be delivered to all company staff.

VIII. RESPONSIBILITIES



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The Board along with senior management is charged with the oversight of the Company's sustainability practices, which includes human rights risks.

IX. REVIEW

This policy will be reviewed by the Board annually, to ensure that it continues to reflect the intent and aspirations of the Company in addressing human rights, and to reflect the letter and spirit of all applicable laws and regulations.

AUTHORISED OFFICERS

Name	Position	Date	Signature
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