



GROUP POLICY

SOCIAL PERFORMANCE

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INTRODUCTION

1. Purpose

Social Performance refers to the Company's approach to its engagement and participation in society. It is integrated across the business through various standards, policies, procedures and processes.

We aim to avoid harm to people as a result of our activities. We respect human rights, contribute to the social and economic development of affected people and the society at large, and establish and maintain ethical and responsible business practices.

2. Application

This policy applies to Trinity Metals and all affiliated companies (Trinity Metals Group). It applies to all personnel of the Trinity Metals Group, whether Directors, Employees, Consultants or Contractors, and whether working part-time or full-time on Trinity Metals business ("Trinity Metals personnel").

3. Commencement

This policy applies from September 2022.

4. Authority and Management

The Board of Directors approved this policy and will review it periodically, not less than every two years or any other time deemed necessary.

POLICY

Trinity Metals contributes to its host communities' social and economic development and aims for constructive and respectful relationships with all our stakeholders. We maintain high social performance standards through robust management systems and practices that safeguard society and mitigate the impact of our operations.

We consider international, regional and local best practice guidelines on environmental and social performance.

To achieve this, Trinity Metals:

- Complies with all applicable laws, regulations, procedures and license or agreement obligations for all its member companies/subsidiaries.
- Has developed a social risk management framework to capture all social risks and opportunities, periodically updated and effectively managed.
- Has incorporated social risk and impact assessment into all significant planning processes and investment decisions, ensuring that affected communities are proactively engaged in matters that affect them.
- Implements measures to avoid, minimise, mitigate or compensate for adverse business-related impacts; duly consider the circumstances of women, children and other vulnerable groups.
- Monitors, reports and continuously seeks to improve our social performance
- Engages regularly with all relevant stakeholders, including host communities and local government institutions, through appropriate channels.
- Communicates business developments, ensuring the perspectives and concerns of all stakeholders are understood and broadly supported.
- Establishes effective external grievance mechanisms in which complaints related to the Company's business activities can be raised by community members.
- Ensures that any concerns raised by community members are resolved promptly.
- Manages the impact of the Company's operations to safeguard cultural heritage during the mine's lifecycle.

- Avoids the physical and economic displacement of host communities and, where unavoidable, follows a proper consultation process with affected communities; follows the legal provisions for expropriation and fair and timely compensation.
- Creates benefits for host communities by prioritising local content support in the form of employment, procurement and investing in social development projects.
- Provides employees with training to effectively identify and address social risks and impacts and report all possible breaches.
- Sets company targets to drive accountability and improve social performance.