



TRINITY
METALS

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 build relationships of trust with our affected communities and 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 June 2024.

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.



SOCIAL PERFORMANCE 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 this end, Trinity Metals strives to:

- Comply with applicable legal, regulatory and other corporate requirements which relate to our operations' identified social impacts.
- Maintain a social risk management framework to capture all social risks and opportunities, periodically updated and effectively managed.
- Incorporate 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.
- Implement measures to avoid, minimize, mitigate or compensate for adverse business-related social impacts, with due consideration of women, children and other vulnerable groups.
- Engage regularly with all relevant stakeholders, including host communities and local government institutions, through appropriate channels and according to the Company's Stakeholder Engagement Plan.
- Implement an effective external grievance mechanism by which complaints related to the Company's business activities can be raised by community members.
- Ensure that any concerns raised by community members are recorded, investigated and resolved promptly and to the satisfaction of all parties.

- Manage the impact of the Company's operations to safeguard cultural heritage during the mine's lifecycle.
- Avoid the physical and economic displacement of host communities and, where unavoidable, follows a thorough consultation process with affected communities, abiding by the legal provisions for expropriation and providing fair and timely compensation.
- Ensure that all company employees, contractors, subcontractors and their employees conduct themselves in a manner that is respectful of the host communities' cultural and traditional norms.
- Create benefits for host communities by prioritizing local content support in the form of employment, procurement and investing in social development projects.
- Provide employees with training to effectively identify and address social risks and impacts and report all possible breaches.
- Set company targets to drive accountability and improve social performance.
- Maintain all necessary records and monitor and report on social performance.



Peter Geleta
Chief Executive Officer
Trinity Metals Ltd