



Earning Trust | Delivering Value

Sipi Metals Human Rights Policy

Purpose and Commitment

Sipi Metals Corp. is committed to respecting and promoting internationally recognized human rights throughout our operations and supply chain. Sipi's policy is guided by the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Domestic and International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Scope

This policy applies to all employees, contractors, suppliers, and business partners of Sipi Metals Corp. both within the United States and globally.

Sipi's Key Principles

- Respect for human rights and dignity of all individuals, regardless of race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.
- Prohibition of forced labor, child labor, human trafficking, and any form of modern slavery.
- Commitment to a safe and healthy working environment, free from harassment, discrimination, and abuse.
- Support for freedom of association and the right to collective bargaining.
- Fair compensation, compliance with applicable wage, work hours, and benefits laws.
- Equal opportunity and non-discrimination in all employment practices.
- Respect for privacy and protection of personal data.



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Implementation of Policy

- Sipi Metals Corp. integrates human rights considerations into business decisions, procurement, and supply chain management.
- Assessments and Awareness Trainings is shared with the employees and business partners regarding any potential human rights violations and to ensure understanding and compliance.
- Internally, Sipi Metals Corp. has established grievance mechanisms for employees, both Union and Non-union, plus with stakeholders, suppliers, and business partners to report concerns confidentially and without retaliation.

Governance

- It is the responsibility of Sipi's leadership team to manage general oversight of human rights concerns, questions, and reporting.
- The leadership team will engage with stakeholders, suppliers, and business partners to understand and address human rights concerns.

Expectations for Suppliers and Partners

- Sipi Metals Corp. requires its suppliers and business partners to uphold similar human rights standards and provide support for compliance.
- Sipi Metals Corp. will take corrective action if non-compliance is identified with our operations or supply chain.

This policy will be reviewed annually and updated as needed to reflect evolving best practices and legal requirements.

Marion A. Cameron-Gray

CEO

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