

HSEC and Human Rights Policy

At CEZinc, health, safety, hygiene, environment, community, and human rights are primary and relevant concerns at every stage of our operations as well as throughout our facilities. We strive for an efficient, profitable, and competitive plant free of injuries and occupational diseases, in safe and healthy working conditions for prevention that is respectful of the environment, the community and human rights.

We believe that all accidents, trauma, and pathologies are avoidable and that everyone is responsible for their prevention. Our preoccupation and attention to safety, health and the environment are intrinsic values of our organization.

We recognise that accident and pollution prevention contribute to the well-being of our employees, our business partners, the community, and the environment, while sustaining the long-term viability of our operation.

Accordingly, and along with our employees, we commit to:

- respecting all laws, regulations and policies governing our activities including our compliance obligations;
- identifying, evaluating, eliminate hazards and reduce the risks associated with the environment, the community, the human rights as well as with the health and safety of our employees, contractors, customers and those living in our community;
- setting measurable objectives and targets in the framework of continuous improvement, improving environmental performance and sustainable development;
- maintaining and supporting a proactive attitude to protect the environment, including biodiversity and ecosystems, and prevent pollution and industrial accidents within our operations;
- minimize the long-term impacts on land belonging to us;
- conducting our operations with respect, transparency and integrity.

Our commitments include the consultation and participation of our employees and their representatives.

Mark Furlotte

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General Manager