



## Our Corporate Citizenship

### Global Corporate Citizenship

**We believe that the realization of a broad, common good can be assisted by enterprise that demonstrates, through its Corporate Citizenship practices, its support for human rights, social justice and sound environmental management – and is encouraged to prosper in a free-market business environment.**

- The conduct of Corporate Citizenship throughout GoviEx involves the consistent application of strategies and practices that treat people and the environment with respect – while pursuing the underlying business objective of building value.
- Our practices are applied in all of our operations, across national boundaries and prevailing legal codes.
- We are committed to fulfill the responsibilities that are implicit in our Corporate Citizenship values. These values are central to what we do in our work, throughout our organization.
- Conscientious, judicious enterprise, applied to fair and equitable distribution of benefits generated by the responsible development of resources, can help to deliver more benefits to more people. In the process, such enterprise can:
  - facilitate the desirable advancement of individual rights; and
  - create opportunities for fulfillment and sustainable economic progress.

### Responsible Exploration and Mining

**This Corporate Citizenship Statement of Values and Responsibilities reflects the obligations and partnerships that naturally accompany the various permissions that we receive to operate in countries and communities with divergent degrees of economic development. Such permissions commonly are subject to review and renewal, and so must be continually earned.**

- Our initiatives are formulated and executed within a framework of assessment and consultation. Our commitments extend to our shareholders and our employees, and to all those who have responsible interests in the conduct of our business.
- We place a priority on establishing and maintaining responsible exploration, development and production operations that are guided and sustained by:
  - compliance with established laws and regulations;
  - respect for cultures and customs;
  - identification and management of risks;
  - responsive and effective management of social and environmental impacts; and
  - open and transparent communication and cooperation through trust-based relationships between the company and all of its stakeholders.
- We acknowledge the sovereign rights of nations and governments which shall preclude any political motivation.



## Leadership Through Action

**We endeavour to excel as a good corporate citizenship to governments, international agencies, joint-venture partners, host communities, neighbours, employees, contractors and shareholders.**

- Consideration of our corporate values and responsibilities and translating them into specific actions begins with decision making by GoviEx's directors and senior management that guides the planning and conduct of all of our initiatives.
- GoviEx will endeavour to ensure that its employment standards are consistent with best western practices.
- We support the United Nations' Universal Declaration of Human Rights, which is reproduced in this Statement of Values and Responsibilities.
- All employees will be made aware of the Universal Declaration of Human Rights, and relevant GoviEx's policies, and will be given copies in their national languages. Contractors and suppliers will be expected to observe complementary practices, as a minimum, on GoviEx worksites.

## People Are Our True Wealth

**We respect the dignity of each individual and the rights of all people to pursue their ambitions.**

- All employees are made aware of human-resource policies that, among other provisions, prohibit workplace discrimination and harassment. For example, in the conduct of our business we do not permit discrimination on the basis of:
  - gender;
  - race;
  - ethnic origin;
  - cultural background;
  - social group;
  - disability;
  - family status;
  - age; or
  - political views.
- Our corporate Code of Business Conduct and Ethics assures equality of opportunity "in all aspects of employment."
- GoviEx strives to create permanent jobs that lessen the despair of poverty and contribute to improved economic well-being for thousands of families and whole communities in areas where we operate.
- We are committed to the assessment of potential human-rights risks associated with security arrangements that may be required from time to time to maintain public and employee safety and to secure corporate assets in compliance with prevailing laws.
- We will comply with local labour laws.



### Safe and Healthy Jobs: Skills Training and the Right to Work

**We are committed to the principle that people on our project sites and in our offices work in safe and healthy conditions and receive fair remuneration.**

- We respect the right to work for fair wages in safe and healthy conditions as a fundamental human right.
- Worksites are designed to protect the safety and health of all workers. Routine inspections identify and remove, or minimize, potential hazards.
- Safety training and protective equipment is provided for employees in hazardous work areas. Basic safety-awareness briefings and information materials are provided for all employees.
- Employees are encouraged to immediately report unsafe equipment, practices or conditions.

**We create opportunities, without discrimination, for individual improvement and advancement, and for the acquisition of knowledge, skills and experience that contribute to sustainable livelihoods.**

- All employees are made aware of corporate policies that encourage and facilitate skills training and advancement.
- GoviEx is committed to the principle that the overwhelming majority of jobs on its projects are made available to nationals of the host countries and is proud of its record of achievement. In addition, a commitment to the training of nationals further contributes to skills pools that are enduring assets in the development of sustainable livelihoods, communities and economies.

### Sustaining Communities and Respecting Diversity

**We are committed to supporting and strengthening existing communities where we live and work. We encourage supportive, cooperative partnerships to enhance social and economic resources. We respect the diversity of multicultural states and local communities. We involve the public and community leaders in the planning, implementation and operation of our projects.**

- We will strive to consult with stakeholders and communities that have interests in, and are likely to be impacted by, our exploration and development activities. When possible, we consult prior to the commencement of work and maintain ongoing, open communications; we continue to consider community and individual concerns in ensuing relationships. We work to understand and respect special interests in obtaining consents, cooperation on participation through suitable partnerships and access to land.
- We are committed to supporting, building and maintaining lasting relationships, based on trust and common interests, with local communities directly and indirectly impacted by our business. Through these relationships, we forge partnerships committed to mutual understanding, solidarity on common aims and interests and the equitable and long-term distribution of benefits.
- We encourage the growth of local businesses and source goods and services from local suppliers whenever possible. We support strategic initiatives designed to strengthen local supply chains, increase entrepreneurial opportunities and expand the operational capacities of local firms.
- We support and encourage programs developed in partnerships with local communities to share the economic benefits of our projects. We work with community representatives to establish priorities and implement the agreed upon measures.



## Environmental Responsibility & Innovation

**We believe that people have a right to clean air and water. GoviEx is committed to best-practice environmental management and to internationally recognized levels of performance in environmental, health and safety matters.**

- Potential impacts of field activities are considered in advance of operations. Appropriate prevention and mitigation measures are devised and implemented. On mineral development projects, extensive studies are completed to establish environmental and social baseline data and to plan to avoid or minimize potential impacts. Essential wildlife habitat is maintained.
- We review our performance and make meaningful improvements that may be identified through our monitoring.
- Corporate and project managements are committed to pursuing practical and proven energy-management initiatives.

### “reducing consumption and emissions”

- A particular focus of our energy-use management is controlling the use of carbon-based fuels. We are committed to achieving maximum efficiencies, implementing conservation strategies, reducing consumption and reducing emissions of greenhouse-gases. We recognize that access to alternative energy sources can be limited in remote locations with economic-growth priorities.
- We make responsible use of available water resources and practice conservation, recycling and reuse to the fullest extent wherever possible.
- We are committed to reducing and managing waste production as part of our goal to minimize the environmental intrusions of our business activities.
- Safe and effective handling, treatment and storage of waste rock as a by-product of mining processes – using best available control technologies, design and procedures – is fundamental to our planning, permitting and operations, and to our commitments and obligations to our stakeholders.
- Environmental remediation and restoration actions are integral to operations and are undertaken throughout the term of our ownership of each project.
- We comply with all applicable environmental laws and regulations in all jurisdictions in which we operate.



## **Corporate Integrity, Transparency and Accountability**

**We are committed to fostering honesty, integrity and accountability in our business activities. Our reputation is important to our success. We require the highest standards of professional and ethical conduct from our employees, officers and directors. We communicate with stakeholders openly, honestly and with sensitivity.**

### **Integrity**

- The company's Code of Business Conduct and Ethics provides guidelines for avoiding conflicts of interest, reviews the prohibition of insider trading in company securities and offering and receiving gifts or entertainment that influences business relationships. The Code requires employees and officers to comply with all applicable laws prohibiting improper payments to government officials, including Canada's Corruption of Foreign Public Officials Act and the United States' Foreign Corrupt Practices Act of 1977.

### **Transparency**

- The company will make regular public filings of corporate and financial information in accordance with applicable securities laws and with rules of applicable stock exchanges.

### **Accountability**

- Employees are encouraged to report violations of laws, rules and regulations. No retaliatory action may be taken against employees who file reports in good faith.
- Employees who fail to comply with the corporate Ethics Code, or other applicable laws or regulations, may be disciplined through penalties that include dismissal.



# THE UNITED NATIONS' UNIVERSAL DECLARATION OF HUMAN RIGHTS

“...a common standard of achievement for all peoples...”

“...social progress and better standards of life in larger freedom.”

**On December 10, 1948, the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights. Following this historic act, the Assembly called upon all member countries to publicize the text of the Declaration and "to cause it to be disseminated, displayed, read and expounded principally in schools and other educational institutions, without distinction based on the political status of countries or territories."**

## Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world;

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people;

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law;

Whereas it is essential to promote the development of friendly relations between nations;

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom;

Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms;

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge;

Now, therefore, the General Assembly proclaims this **Universal Declaration of Human Rights** as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of member states themselves and among the peoples of territories under their jurisdiction.

## Article 1.

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

## Article 2.

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

**Article 3.**

Everyone has the right to life, liberty and security of person.

**Article 4.**

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

**Article 5.**

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6.**

Everyone has the right to recognition everywhere as a person before the law.

**Article 7.**

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8.**

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

**Article 9.**

No one shall be subjected to arbitrary arrest, detention or exile.

**Article 10.**

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

**Article 11.**

- 1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.
- 2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

**Article 12.**

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13.**

- 1) Everyone has the right to freedom of movement and residence within the borders of each state.
- 2) Everyone has the right to leave any country, including his own, and to return to his country.

**Article 14.**

- 1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.
- 2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15.**

- 1) Everyone has the right to a nationality.
- 2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

**Article 16.**

- 1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
- 2) Marriage shall be entered into only with the free and full consent of the intending spouses.
- 3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

**Article 17.**

- 1) Everyone has the right to own property alone as well as in association with others.
- 2) No one shall be arbitrarily deprived of his property.

**Article 18.**

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

**Article 19.**

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20.**

- 1) Everyone has the right to freedom of peaceful assembly and association.
- 2) No one may be compelled to belong to an association.

**Article 21.**

- 1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
- 2) Everyone has the right of equal access to public service in his country.
- 3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

**Article 22.**

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

**Article 23.**

- 1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- 2) Everyone, without any discrimination, has the right to equal pay for equal work.
- 3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.





- 4) Everyone has the right to form and to join trade unions for the protection of his interests.

#### **Article 24.**

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

#### **Article 25.**

- 1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
- 2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

#### **Article 26.**

- 1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
- 2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
- 3) Parents have a prior right to choose the kind of education that shall be given to their children.

#### **Article 27.**

- 1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- 2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

#### **Article 28.**

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

#### **Article 29.**

- 1) Everyone has duties to the community in which alone the free and full development of his personality is possible.
- 2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
- 3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

#### **Article 30.**

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

*Daniel J Major*

Daniel J Major (Jan 18, 2023 08:42 GMT)

18-Jan-2023

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**Chief Executive Officer**