



SOCIAL RESPONSIBILITY POLICY

RELIANT, we are an organization that designs and executes integral solutions in mining projects, we actively seek to ensure human development and general wellness of our employees, because we are a socially responsible organization, focused on supporting its employees, clients, communities, and other stakeholders sustainably through continuous improvement and social commitment, committing to:

1. Achieving an atmosphere of well-being for all its employees in a way that motivates good performance.
2. That its employees are recognized as the source of the Company's success.
3. Communicating its Social Responsibility Policy to all its employees, members of the community, clients, subcontractors, consultants, and suppliers.
4. Raising awareness among its employees, subcontractors, consultants, and suppliers, so they can understand the needs and expectations of the communities in the areas of influence where the Company develops its projects.
5. Aligning with the social commitments adopted by its clients, managing the resources required to support the execution of sustainable development programs for the community within the possibilities of the Company.
6. Employing and training members of surrounding communities of Company's Projects, to improve their skills and opportunities in their labour market, considering the labour needs and complying with our internal recruitment and selection process, and meeting the requirements of our clients regarding academic qualification and professional experience.
7. Respecting the local customs and traditions, attending and participating in cultural and social activities of the communities in the area of influence of its projects, involving its employees.
8. Comply with the applicable legislation, including those related to Human Rights, and operate constantly with the Voluntary Principles on Safety and Human Rights and best practices in the industry, respecting the Universal Declaration of Human Rights and the Convention on the Rights of the Child.

In this regard, the undersigned, on behalf of RELIANT, declare our commitment to comply with the guidelines in this policy.

Kitwe, 30th September 2019

A handwritten signature in black ink, appearing to read "Jerson Huamani".

Jerson Huamani
Director
