



SOCIAL



WORKER HEALTH AND SAFETY

GRI 3-3, 403/SASB EM-MM-320a.1

Ensuring a healthy and safe workplace for all employees is a priority for GMIN and Brazauro. Since the beginning of the TZ Project, we have implemented a strong safety culture by training and engaging our employees in taking charge of their health and safety. One of the key point is to identify and mitigate possible risks in the work environment.

Occupational Health and Safety Management System GRI 403-1

Each day, before starting activities, we conduct a meeting to discuss specific safety topics followed by ergonomic exercises. Additionally, we adhere to 10 golden rules outlined in our Occupational Health and Safety training, which is mandatory for all employees and contractors. The measures are instrumental in cultivating a safety-centric culture, particularly in activities exposed to risk, thereby preventing severe or fatal accidents within the work environment.





The training and courses provided by Brazauro ensure compliance with the regulatory standards set by the Ministry of Labor and Employment. Each function is clearly defined in the job description which details information regarding

occupational risks outlined in the Risk Management Program (RMP), Risk Matrix, and Homogeneous Exposure Group (HEG). Below is a table listing the programs and requirements for reference.

Table 13 | Programs and training already implemented

Programs and training	
Occupational Health and Safety Management System	Introductory training for employees in compliance with NR-22 - OCCUPATIONAL SAFETY AND HEALTH IN MINING
	Preparation of the RMG - Risk Management Program in compliance with NR-22 - OCCUPATIONAL SAFETY AND HEALTH IN MINING
	Preparation of the RPP - Respiratory Protection Program in compliance with NR-1 - GENERAL PROVISIONS AND OCCUPATIONAL RISK MANAGEMENT/NR-22 - OCCUPATIONAL SAFETY AND HEALTH IN MINING
	Preparation of the HCA - Hearing Conservation Program in compliance with NR-1 - GENERAL PROVISIONS AND OCCUPATIONAL RISK MANAGEMENT/NR-22 - OCCUPATIONAL SAFETY AND HEALTH IN MINING
	Preparation of Service Orders for functions in compliance with NR-1 - GENERAL PROVISIONS AND OCCUPATIONAL RISK MANAGEMENT
	Preparation of the GRO - Occupational Risk Management, in compliance with NR-1 - GENERAL PROVISIONS AND OCCUPATIONAL RISK MANAGEMENT
	Preparation of the Occupational Risk Matrix

GRI 403-1

Hazard Identification, Risk Assessment and Incident Identification GRI 403-2

We conduct comprehensive environmental assessments of occupational risks in accordance with regulatory standards such as NR-09, NR-15 and NR-22. As part of this assessment, we prepare the RWEC (Report on Working Environment Conditions) to issue the SSPF (Social Security Professional Profile) and UHR (Unhealthy and Hazardous Report). These reports help determine which roles are eligible for additional benefits due to exposure to unhealthy or hazardous conditions.

To protect our workers, we provide Personal Protective Equipment (PPE), conduct task risk analysis, issue work permits, and implement safety procedures to control hazards and dangerous situations. For roles requiring it, we offer an additional 30% hazard pay alongside the implementation of control measures. In addition, we uphold workers' rights to refuse to comply with NR-01 regulations.

Brazauro has established safety procedures for various activities including working at heights, power source Lockout (LOTOTO), confined space, load lifting, heat work, and task risk analysis. In the event of work accidents, we have a procedure in place to identify improvements that can mitigate and prevent future incidents, thus enhancing employee safety.

Occupational Health Services GRI 403-3

Our Occupational Health Services are essential in identifying and eliminating hazardous conditions, while also minimizing risks in the workplace.

Our services order outline Employer's Obligations; Routine activities; Risks of Activities; Preventive Measures for Carrying Out Activities, mandatory and occasional PPEs; mandatory training; procedures in case of accidents; Prohibitions, Punishments; Occupational Medicine; Environment; Acknowledgment and Commitment Form; employee data and signature. Additionally, these orders address occupational health services, environmental considerations, and include forms for employee acknowledgment and commitment, along with their personal details.

This comprehensive framework not only ensures the quality of our services but also enables workers to perform their tasks safely and efficiently.

Participation of Workers, Consultation and Communication to Workers Regarding Health and Safety at Work GRI 403-4

We convene daily management meetings with the Occupational Health and Safety Team. Additionally, on a weekly basis, we hold a meeting to manage all Brazauro's organizational processes.



Promotion of Worker Health GRI 403-6

Our outpatient service, which is staffed by two doctors, two occupational nurses, and two nursing technicians, operates 24/7 to provide consultations and emergency services in case of work-related incidents. We also conduct various health promotion programs, including vaccination campaigns, initiatives for the prevention of sexually transmitted infections (STIs) and AIDS, as well as awareness campaigns addressing alcohol and drug consumption.

To engage workers in discussions related to health and safety, we conduct Daily Safety Dialogues (DSD). Additionally, our Medical-Occupational Health Control Program (MOHCP) ensures comprehensive health monitoring, which are given at admission, job changes, and dismissals.

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships GRI 403-7

To proactively address potential impacts related to our operations, we conduct thorough risks assessments, mapping out business risks and developing a specific action plan. This plan includes identifying responsible parties and setting timelines for execution.

Training Workers in Occupational Health and Safety GRI 403-5

Brazauro follows a structured weekly training schedule that focuses on power tools, working at heights, and defensive driving, lockout-tagout (LOTOTO), and firefighting training. Additionally, by appointment, we offer specialized training in confined space (NR-33) and heat work. We also ensure that all new hires receive comprehensive training and certification in accordance with NR-22 regulations to maintain compliance and safety standards.

Accidents at Work GRI 403-9

In 2023, Brazauro employees worked a total of 4,141,200 hours. During this time, 7 work related incidents were reported that did not result in any lost time. We also did not have any fatalities. We calculate work accident rates based on 200,000 hours worked.

Most accidents involved workers' hands and fingers. Risk identification is facilitated by our Occupational Risk Matrix (ORM) and Occupational Risk Management systems.

In the event of work accidents, we take immediate action to eliminate or neutralize the accident and prevent recurrence. These actions include engineering procedures, administrative measures, signage, warnings, and the use of personal protective equipment (PPE). Furthermore, we conduct thorough investigations for each accident, collecting data such as simulations, photographic reports, employees' statements, witnesses' testimonies, and accident analysis.

Occupational Diseases GRI 403-10

No cases of mandatory reportable occupational diseases were recorded

The hazards posing risks of occupational diseases are identified by our Occupational Risk Matrix (ORM), Occupational Risk Management, and by the Occupational Health Medical Control Program (OHMCP).

Measures are taken to eliminate dangerousness and minimize the risk of occupational illnesses including safety training, the Risk Management Program (RMP), the Occupational Health Medical Control Program, task risk analysis; work permits; vehicles and equipment checklists, personal protection equipment (PPE) and collective protection equipment, the Respiratory Protection Program and the Hearing Conservation Program.

To engage workers in discussions related to health and safety, we conduct Daily Safety Dialogues (DSD).



LOCAL EMPLOYABILITY

GRI 3-3, 2-7, 2-8, 2-30, 401-1, 401-2, 401-3/ SASB EM-MM-000-B, SASB EM-MM-310a.1, SASB eM-MM-320a.1

In 2023, Brazauro documented a workforce totaling 1,808 workers involved at TZ at year-end, including 1,603 employees and 205 service providers. Of the total number of employees, 1,796 work in Brazil, while 12 are based in the GMIN Office in Canada. All Brazauro employees operate under the Consolidated Labor Laws (CLL) regime and are covered by collective labor agreements. Service providers, on the other hand, are contracted under the CLL regime administered by the contracted companies.

The majority of Brazauro's service providers are primarily involved in the construction of the Tocantinzinho Project. Data compilation is facilitated through the payroll system administered by service providers, with the requisite derived from registration data and contractual clauses.

The breakdown of workers by region shows that of the total of 1,808 workers, including employees and service providers. From those, 12 are located in Canada and 1796 in Brazil, from the latter 1,588 employees are from the northern region of the country, 145 from the southeast region, 39 from the northeast region, 17 from the central-west region, and 7 from the southern region. Pará, the location of the Tocantinzinho Project, boasts the highest number of workers, with 1,552 professionals, followed by Minas Gerais, with 134.

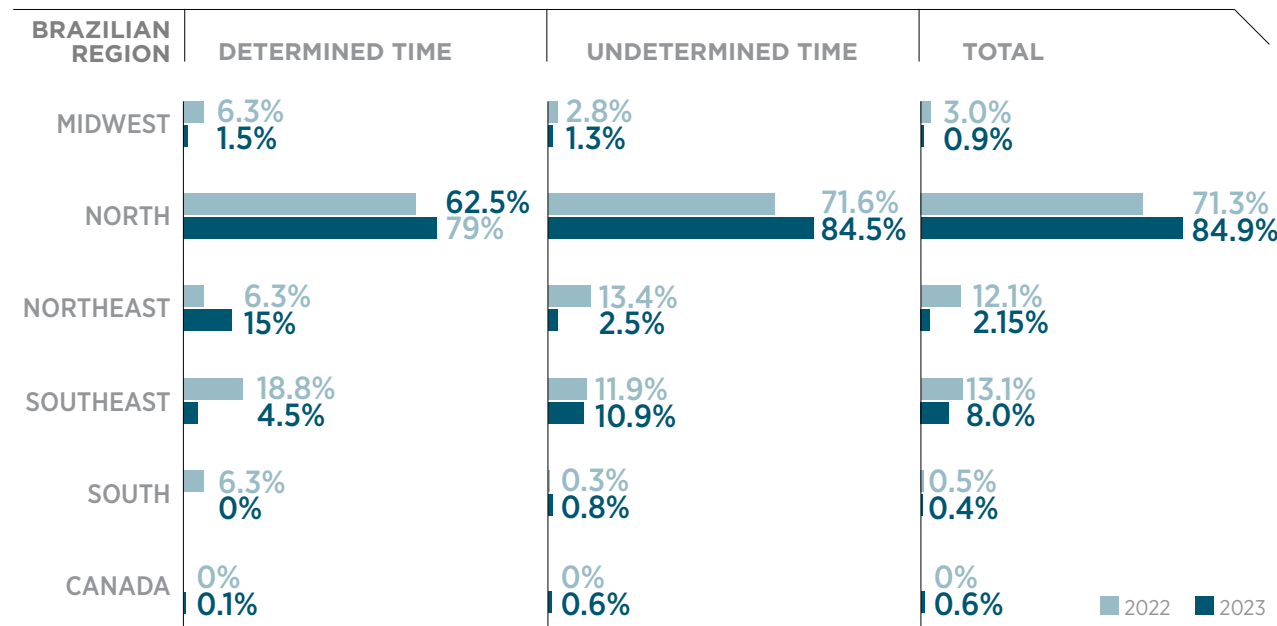
Figure 12 | G Mining Ventures 10 Golden Rules

- 1 Energy Isolation**
NEVER work on any live power source without it being locked out, tagged and tested.
- 2 Vehicles, Equipment and Tools**
NEVER operate without proper training and authorization.
- 3 Dig or Excavation**
NEVER dig or excavate without proper authorization.
- 4 Working at Heights**
NEVER work above 1.8m without belaying and training properly.
- 5 Confined Space**
NEVER enter a confined space without authorization and training.
- 6 Seat Belt**
NEVER operate or be a passenger without fastening your seat belt.
- 7 Suspended Load**
NEVER walk under a suspended load or lift people.
- 8 Power Line**
NEVER work near an energized power line without authorization.
- 9 Open hole or edge**
NEVER leave an open hole or edge unprotected.
- 10 Fit for Work**
NEVER enter the workplace if you possess or have consumed drugs or alcohol.

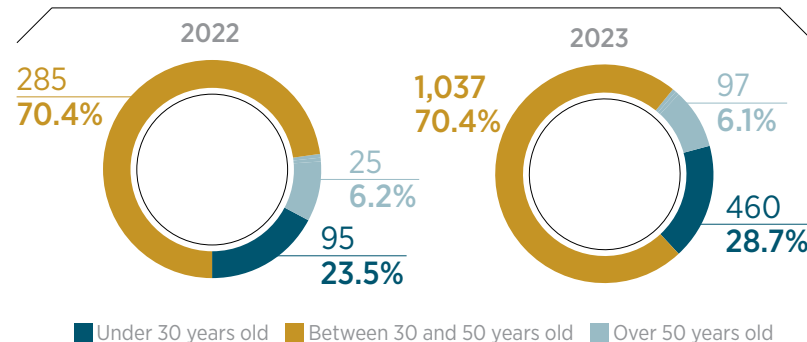
Table 12 | Employability data

GRI 401-1

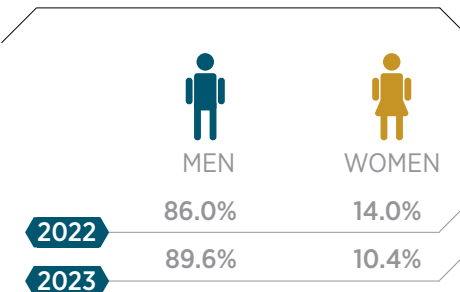
Employees by type of work and region



Employees hired by age group



Employees by gender





In line with our commitment to fostering opportunities for local communities within our area of influence, we established the goal in 2022 of maintaining a 40% minimum of the workforce comprised by local labour. This objective was not only met but surpassed in 2023, with 57% of the workforce consisting of local residents. Additionally, our pledge to have at least 90% of the workforce from Brazil was exceeded in 2023, with 95% of Brazilian employees.

Another commitment made in 2022 aimed to gradually increase the proportion of women in the workforce. In 2023, among the 1,592 employees, 177 were female, representing 11% of the total workforce.

To increase the participation of women in our workforce, we will join **Women in Mining** in 2024 to seek specific actions and training to increase the representation of females in our team.

Regarding the age group of employees, among Brazilian and Canadian employees, the majority falls in the 30 to 50-years old bracket, representing 65% of the total. Employees under the age of 30 account for 29%, while those over 50 years old represent 6% of the workforce. The following table presents more employment details by type of work, region, gender and age group.



The common benefits offered to employees and service providers who work in Brazil include: life insurance; private health insurance and maternity/ paternity leave; dental insurance; multi-benefit card (Pará Branch); food voucher (Belo Horizonte Headquarters).

For employees in Canada, benefits are provided as mandated by national legislation. These benefits include life and health insurance, and sickness and disability coverage for all employees. Maternity leave is granted in accordance with Quebec laws and regulations. Additionally, the share acquisition plan is available to employees in executive positions within the group.

As part of GMIN's efforts to help contribute to the fight against forced labour and child labour, and to ensure compliance with recent Canadian legislation (Modern Slavery Act) pertaining to reporting in this area, GMIN will report under the new regulation in 2024, Fighting Against Forced Labour and Child Labour in Supply Chains Act. GMIN will hire a third party company to make a risk-based approach to assessing potential forced labour and child labour-related concerns in our supply chain and evaluate the severity of the identified risks. Additionally, GMIN will introduce a mandatory training program for employees in purchasing functions to address modern slavery.

Another action for 2024 will be the issuing of 3 new policies for the company with a special approach on Human Rights: Human Rights Police, Tailings Safety Management Policy and Climate Change Policy.



RELATIONSHIP WITH STAKEHOLDERS

GRI 3-3, SASB EM-MM-210b.1, GRI 410-1

We aim to foster relationships built on respect, transparency and open dialogue with our stakeholders. Our internal policies are based on sustainable practices, and we actively engage interested parties in campaigns, meetings, and other activities.

Local Communities 413-1, 413-2

In support of local communities, we undertake various initiatives to create opportunities and add value. These include advertising job vacancies, conducting health campaigns, implementing environmental education programs in schools, and organizing socio-educational campaigns on waste disposal and recycling. Additionally, we offer professional training courses in collaboration with partner institutions.

As TZ is still in the implementation phase, we have not yet conducted environmental, social, or gender impact assessments. However, we are committed to fostering community development programs at the socioeconomic level. Using Borealis software, we map and devise our stakeholder engagement strategies while also documenting any complaints or grievances from local communities.

A recent field survey identified a weakness in the Project's areas of influence concerning real estate issues. As the project represents a new economic activity in the region, it holds significant potential to further increase real estate speculation, especially due to the high influx of migrant workers to this micro-region. In response to this potential scenario, which could alter land use and occupation and potentially lead to conflicts, the development of a Social Communication Program with interested parties was deemed necessary. This program has been implemented since the project's inception to clarify the project's objectives and activities to the public.

Environmental Assessment of Suppliers 308-1,308-2

We currently have a formal process for selecting and awarding new suppliers based on environmental criteria, but we still lack a monitoring system to keep tracking all along the contract. A demand that will be developed by the environmental sector in 2024. However, our contracts include specific clauses ensuring compliance with certain environmental standards.



Security Practices 410-1

Brazauro's security is carried out by an outsourced company, which trained 41 professionals on human rights in 2022 and will conduct retraining in 2024. We do not have internal staff dedicated to security.

Child Labour 408-1

We do not engage in child labour in any of our operations, nor do we have commercial relationships with suppliers who do. We uphold a strict internal anti-child labour policy.

Forced or compulsory labor 409-1

All Brazauro employees and contractors are hired in compliance with the legal requirements of the Ministry of Labour and Employment (MLE) and the International Labour Organization (ILO). Additionally, we uphold a stringent internal policy against forced or compulsory labor.



BUILDING A POSITIVE LEGACY

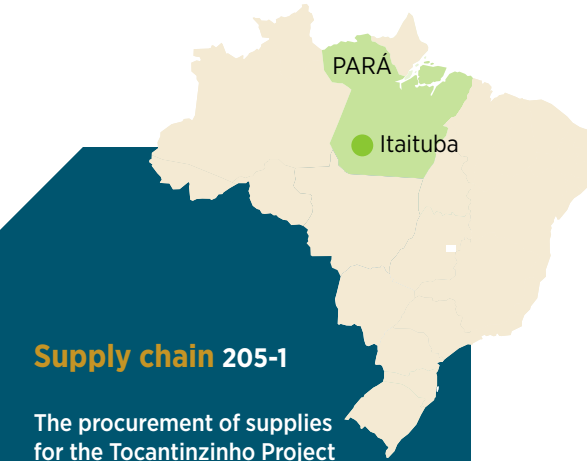
GRI 3-3, 203-1, 203-2, 204-1

At GMIN and Brazauro, we are deeply committed to improving the lives of the communities surrounding TZ. This commitment includes creating local opportunities and generating both direct and indirect benefits that can be realized in the short, medium, and long term.

To honor this commitment, we have invested in various infrastructure projects. Brazauro undertakes the construction, expansion, or renovation of local infrastructure for the community. Notable completed projects include the construction and maintenance of the Trans-Tocantinzinho road, which spans approximately 70 km, the refurbishment of the military police post in the Jardim do Ouro Community, the renovation and construction of classrooms in schools in the Moraes Almeida District, and the donation of school supplies to schools in the Mamoal Community.

In addition to infrastructure, we have made significant contributions to the local economy. These include donations to SEBRAE for the Entrepreneurial Territories Program, which aims to foster local entrepreneurship and supports the Avança Tapajós movement across six regional municipalities. Our partnership with SENAI has provided professional courses tailored to various industry segments. Furthermore, our program to promote the local and rural economy benefits different sectors, especially by involving small rural producers in cooperatives.

All of GMIN's corporate social responsibility, governance, and environmental actions align with national and international agendas and protocols.



Supply chain 205-1

The procurement of supplies for the Tocantinzinho Project aims to create **opportunities for local suppliers**, potentially boosting the local economy.

In 2023, **25.5%** of the Project's supplies came from suppliers within the State of Pará, with **22.5%** specifically sourced from **Itaituba**, the municipality where our operation is based.