

## **Mayaniquel - High Level Business Policy Statements**

### **Sustainable Development Policy**

Mayaniquel is committed to the economically viable and sustainable development of nickel resources through responsible mineral exploration practices that respect the rights, interests, and cultural values of our host communities; prevent or minimize impacts to the environment; and create lasting benefits for our shareholders, employees, suppliers, host communities, and the nation of Guatemala. We will conduct our exploration activities in accordance with international standards, the best practices of the international mineral exploration industry, and Guatemalan law. We will promote environmental stewardship, create lasting benefit in the communities in which we operate, and provide for and protect human health and safety in all that we do. By our actions, we will strive to earn and maintain broad-based community support for our mineral exploration activities. We will:

- Implement best management practices, seek professional excellence, and constructively engage our host communities and other stakeholders;
- Apply ethical standards to our business that promote honesty, integrity, transparency, and accountability;
- Demonstrate a fundamental respect for human rights in the development and implementation of our exploration plans;
- Assess exploration risks, challenges, and opportunities, and prepare appropriate mitigation strategies before going into the field;
- Engage our host communities and other stakeholders in exploration planning, based on a commitment to mutual respect and meaningful participation;
- Actively support the development and social and economic advancement of our host communities;
- Conduct our exploration activities in a manner that creates minimal disturbance to the environment and our host communities; and
- Proactively implement programs to improve the health and safety of our workforce, contractors, and community residents.

### **Community Relations Policy**

Mayaniquel will conduct business in a manner that creates shared value with the communities that host the mineral resources that are the focus of our exploration. We recognize that a successful exploration effort requires the development of mutual respect, trust, and teamwork. We will:

- Respect indigenous cultural values and human rights by establishing ethical, transparent, and accountable business practices;

- Consult with our host communities and other stakeholders in the development of mutually beneficial land access agreements and appropriately protective exploration plans;
- Work with neighboring communities to reduce poverty and improve people's lives through initiatives targeting health, education, agricultural assistance, and small business development;
- Value local knowledge and incorporate consideration of this human potential and the needs of our host communities into our hiring, training, and supply chain contracting practices; and
- Conduct exploration in a safe and environmentally sound manner that minimizes impacts to biodiversity and local water and forest resources.

We will achieve these objectives by following clearly established practices and procedures that comply with Guatemalan law as well as the best practices of the international mineral exploration industry.

### **Health, Safety, and Environmental Policy**

Mayaniquel is committed to the protection of the health and safety of our employees, contractors, and the residents of our host communities. We will also strive to minimize impacts to biodiversity and local water and forest resources in the achievement of our exploration goals. We will:

- Build health, safety, and environmental awareness with our workforce, and promote the health and safety of our both our workforce and host communities;
- Maintain compliance with applicable health, safety, and environmental regulations;
- Invest in proper safety and environmental protection equipment;
- Adopt proven health, safety, and environmental management methods and systems, and monitor performance as the basis for continuous improvement;
- Assess exploration risks, challenges, and opportunities, and prepare appropriate mitigation strategies before going into the field;
- Strive to prevent accidents and environmental spills, and prepare emergency preparedness and response plans in conjunction with Guatemalan regulators and our host communities;
- Develop exploration, mitigation, and site restoration plans in compliance with Guatemalan standards and the best practices of the international mineral exploration industry; and
- Maximize efficiency and minimize impacts in using water, energy and other resources, and minimize the generation of exploration waste.