

## 4.4

# Human Rights

## Our Approach: Addressing Risks And Impacts

### Why it Matters to Orla

Respecting fundamental human rights is a global standard of expected conduct for every business, and a responsibility formalized in the United Nations' Guiding Principles of Business and Human Rights (UNGP). At Orla, we recognize our mining operations and other business activities can affect people's rights in good and potentially negative ways. It is therefore important that we take meaningful steps to understand, support and protect the human rights of everyone we can impact, from our employees, contractors, and business partners to community members and Indigenous peoples. We believe this approach is vital to our ability to attract and keep employees, mitigate risks across our value chain, and create enduring relationships with all our stakeholders.

**From exploration to closure and post-closure, Orla is committed to respecting human rights— in our workplace, in our supply chain and business relationships, and in the communities where we live and work.**

As a relatively new company with one producing mine, we continue working to identify all human rights risks and impacts relevant to our activities, and are strengthening our practices to effectively manage those risks and impacts.

Among our efforts to date, we conduct environmental and social impact assessments to learn about salient human rights where we operate, and integrate the insights into our plans and activities across the business. We educate our workforce on human rights during onboarding and through ongoing training, and take a zero tolerance approach to

any form of human rights abuses. Our [Code of Business Conduct & Ethics](#) (the Code) outlines our high standards for professional conduct and covers human rights topics such as harassment and discrimination, safe working conditions, and minimizing environmental impact.

We also expect our suppliers to share Orla's commitment to human rights. Through screening and ongoing due diligence, we monitor suppliers for any human rights risks, including child and forced labour, that could be present in our supply chain.



We reinforced our human rights commitment by establishing a company-wide Human Rights Policy that follows international instruments such as the United Nations' Guiding Principles and the World Gold Council's Responsible Gold Mining Principles. Our pledge to respect and advance human rights is also demonstrated in Orla's support for the relevant UN Sustainable Development Goals – in particular, SDG 5 Gender Equality and SDG 8 Decent Work and Economic Growth. The SDGs promote basic economic and social rights for all people everywhere, without discrimination.

### Indigenous Peoples

We respect and acknowledge the rights of Indigenous peoples. While Orla does not currently operate or engage in business activity in areas where Indigenous peoples live, we respectfully acknowledge that we are on the traditional territory of many nations (including our head offices in Canada), where Indigenous peoples were stewards and protectors of the land. We are committed to ensuring our activities do not cause harm to communities or ecosystems. Our Indigenous Peoples Policy recognizes the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the International Labour Organization Convention 169. This Policy applies to, and is the responsibility of all Company directors, officers and employees, contractors, and relevant business partners at each of the Company's sites.

### Engaging With Our Stakeholders

Critical to our human rights approach is consulting stakeholders in a meaningful, transparent manner, and taking their views into consideration in our decision-making processes. We engage with our stakeholders through meetings and consultations to gather input and feedback on many issues including human rights. We also maintain a whistleblower hotline, the [Orla Confidence Line](#), so stakeholders can report any suspected possible human rights concerns or abuses.

### Security and Human Rights

As a mining company, we use security personnel and systems to protect our assets and people. It is important that we manage security in line with human rights, especially since we operate in areas of heightened human rights risk. Incidents of violence and criminal activity have affected the communities near the Company's operations.

Orla is committed to implementing a human rights and security approach consistent with the [Voluntary Principles on Security and Human Rights](#). Our efforts to date include:

- Establishing a Security and Human Rights Risk Management Program to assess security and human rights risks associated with our operations.
- Maintaining a Security and Human Rights Management Plan, which sets our steps to address identified risks.
- Ensuring that security personnel, subcontracted through a private company, comply with all regulatory requirements and have completed specific training on how to respect and protect human rights.

### 2022 Highlights



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- There were no reported human rights incidents or adverse impacts on human rights at any of our locations.

### 2023 Focus

- Further embed human rights into our business practices, aligning with the UNGPs.



# Zero

**grievances/complaints reported in 2022 had a human rights element**

# Zero

**human rights incidents**