



INTRODUCTION

GAC's values and its code of conduct require an on-going assessment of the risks and standards in GAC's supply chain. As part of this requirement, GAC and its affiliates, require you to sign this Supplier Declaration reflecting GAC's values. The intention of this declaration is to increase awareness and improve transparency in our supply chain. By continuing to supply goods and provide services to GAC, the provisions of this Supplier's Declaration become part of your agreement(s) with GAC and are deemed to be incorporated in the agreement(s) by reference.

INTEGRITY IN THE WORKPLACE

Employment status: As a Supplier of GAC, we agree to comply with all applicable employment laws and regulations and only employ or contract workers who are legally authorised to carry out the work they do. We are responsible for ensuring our employees', contractors' and contract workers' eligibility to work.

Treating each other with respect: As a Supplier of GAC, we shall treat our employees, contract workers and people with whom we do business with dignity and respect. We will use our best endeavours to make employment related decisions fairly, without discrimination, and to take measures to ensure a workplace free of harassment, discrimination and retaliation, with appropriate internal procedures for handling reports of workplace grievances.

Child labour: As a Supplier of GAC, we shall not employ or seek to exploit in anyway the services of child labour and should obtain assurances from all sub-contractors, suppliers and subsidiaries (if any) that they do not employ or exploit child labour.

Forced labour: As a Supplier of GAC, we shall ensure that all work is voluntary and shall not use any form of slave, forced, bonded, indentured or involuntary prison labour and should obtain assurances from all sub- contractors, suppliers and subsidiaries (if any) that they do not employ or exploit forced labour.

Maintaining a healthy and safe workplace: As a Supplier of GAC, we will ensure adherence to GAC's standards of "safety first and always", and shall provide a safe, healthy and secure workplace which, as a minimum, accords with applicable laws. We will take measures to identify hazards and prevent or minimise the risks of accidents, disease or incidents.

INTEGRITY AS WE PROTECT OUR COMPANIES

Confidentiality: As a Supplier of GAC, we will safeguard GAC's information (of any nature whatsoever) by keeping it secure, limiting access and avoiding discussions or revealing such information in public places. Confidential information concerning GAC, or its businesses, shall only be disclosed or used by us if and to the extent expressly agreed in writing by GAC.

Property: As a Supplier of GAC, we shall respect GAC's property (including, without limitation, intellectual property) and not act in a manner inconsistent with the GAC's property ownership or other rights.

INTEGRITY AS WE CONDUCT OUR BUSINESS

Compliance with law: As a Supplier of GAC, we must comply with all applicable laws and regulations in the countries and jurisdictions in which we operate. This declaration applies to business activities in the locations where we produce goods, perform works and services and where such goods enter the supply chain. Where there is any inconsistency between this declaration and applicable laws and regulations, we shall follow the higher standard.

Anti-bribery/corruption: As a Supplier of GAC, we shall have zero-tolerance for corruption and ensure compliance with all governing anti-corruption/anti-bribery laws, conventions and regulations. We shall not take any action, whether directly or through a third party, that would violate or cause GAC to violate any of the laws, conventions and regulations mentioned above. We shall not offer, promise, give or accept any bribe, kickback or other improper advantage that attempts to improperly gain a business advantage or influence a business decision, including any undue advantage to a public official (or a third party) to make the official act or refrain from acting in relation to the performance of his/her duties.



This applies regardless of whether the advantage is offered directly or through an intermediary.

Audits and assessments: As a Supplier of GAC, GAC may audit our compliance with this Supplier's Declaration. We acknowledge and agree that audits may be conducted by GAC or a firm engaged by GAC, and may include a site inspection, employee interviews and a review of our records and business practices or those of our sub-contractors and we agree to provide all reasonable assistance to GAC.

Books and records: As a Supplier of GAC, we will maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Supplier's Declaration.

Competition: As a Supplier of GAC, we shall always compete in a fair manner and comply with applicable competition / antitrust laws and regulations. We shall not enter into agreements with competitors that could potentially breach antitrust laws and regulations or collude with other tenderers, suppliers or contractors or engage in any other form of anti-competitive behaviour (including taking any advantage of any dominant market position). As a Supplier of GAC, we shall always endeavour to provide GAC with best value for money.

Money laundering: As a Supplier of GAC, we will comply with all applicable laws and regulations governing the prevention of money laundering, and agree not to participate in any money laundering activities.

INTEGRITY AS WE WORK TOGETHER

Avoiding conflicts of interest: As a Supplier of GAC, we and our employees/sub- contractors will not take part in or seek to influence any decision in circumstances that could give rise to an actual or perceived conflict or interest. Such circumstances may be a business interest or a personal interest in the subject matter – economical or otherwise – directly or through someone closely related. In particular, we agree to avoid (and ensure our employees and sub-contractors avoid) any conflict of interest which is likely to adversely affect GAC's business actions, decisions or reputation. If we believe there is an actual, potential or perceived conflict between our work or private interests and our duties/obligations to GAC, we will promptly disclose the conflict in writing to GAC.

Gifts and entertainment: GAC has strict rules on what its employees, representatives or anyone closely related may give and receive. Gifts and entertainment must be appropriate with respect to the parties involved, value, frequency, time and

place. As a Supplier to GAC, we will respect and comply with GAC's rules on gifts and entertainment when offering gifts or entertainment to GAC's employees and representatives, or when appearing to represent GAC to third parties. Gifts, entertainment or other expenses or favours shall not be offered or received in connection with contract bidding, evaluation or award.

Selection of business partners, agents and other intermediaries: As a Supplier of GAC, we will promote the same values and standards set out in this Supplier Declaration to potential business partners, agents and intermediaries

Standards in our own supply chain: As a Supplier of GAC, we will promote the implementation of the same values and standards set out in this Supplier Declaration with our own suppliers (including any subcontractors and third party employment agencies).

INTEGRITY AS WE SUPPORT OUR COMMUNITIES

Protecting the environment and communities: As a Supplier of GAC, we will undertake our operations with due respect for the environment and indigenous communities. We will comply with relevant humanitarian and environmental laws and regulations and permits. We will work to minimise harmful discharge, emissions, waste production and significant adverse impact on natural or critical habitats.

Conflict free: As a Supplier of EGA, we do not support the trade of conflict minerals. We do not source conflict minerals (tin, tantalum, tungsten, gold and their derivatives, that may benefit armed groups or conflict in the Democratic Republic of Congo or any adjoining country), and take reasonable due diligence in our supply chains to ensure any material, part or component we procure does not contain conflict minerals originating from these countries.

YOUR VOICE

GAC promotes business integrity and transparency in its supply chain. Your Voice is a confidential, independent and safe way for suppliers and others to speak-up and ask questions or raise concerns about GAC's business or individual's behaviour. GAC encourages you to speak-up if you become aware of anything that may not comply with GAC's values and the principles of this Supplier Declaration. All information received is managed confidentially. If you have a concern, don't ignore it; speak-up and use Your Voice: www.ega.ethicspoint.com / phone: 8123 (Guinea toll-free) or see the EthicsPoint web site for toll-free numbers in other countries.



COMPLIANCE WITH GAC SUPPLIER DECLARATION

Any violation of the values and principles set forth in this declaration by you or any of your commonly owned or controlled affiliates and your or their respective employees, sub-contractors or agents may be regarded by GAC (at its absolute discretion) as a material violation of your contractual obligations towards GAC. If you are suspected of violating any of the values or principles set forth in this declaration, you agree to cooperate in good faith with GAC to complete a self-assessment and to submit to GAC or a qualified third party to perform a sustainability audit at your facilities, the results of which audit will be shared with GAC. GAC reserves the right to immediately cease any business for cause with any supplier who is in clear, verifiable violation of the values and principles set forth in this declaration.

Supplier Declaration

We, the undersigned, confirm on behalf of our company, firm or organisation (the "Supplier") that:

1. We have received and reviewed the values and principles set forth in this Supplier Declaration.
2. By signing this document, we undertake to comply with its requirements in addition to any other contractual obligations that we might have entered into with GAC.
3. This document shall be solely governed by the same laws that govern the commercial relationship between Supplier and GAC and if not specified, then the laws of the Republic of Guinea.

Name of company

Place & date

Authorised signatory

Name & title

Place & date

Authorised signatory

Name & title