



Consolidated Resources Suriname NV

Standard of Conduct and Non-Discriminatory Treatment in Employment

Purpose & Objectives

The purpose of this Standard is to establish a baseline standard for non-discriminatory treatment in employment and professional and respectful workplace conduct throughout the employment process.

Scope

The scope of this Standard is local. It applies to all employees of Consolidated Resources Suriname NV. In addition, where explicitly stated in an applicable contract, it may apply to Consolidated Resources Suriname NV's contingent workers, vendors, contractors, and other types of business partners. It is applicable to all sites.

Content

1. Non-Discriminatory Treatment

Consolidated Resources Suriname NV shall not make Employment Decisions on the basis of personal characteristics (such as gender, Gender Identity, Gender Expression, race, nationality, ethnic, social and indigenous origin, religion or religious belief, Disability, age, or sexual orientation) unrelated to requirements of the job.

2. Professional Workplace Behavior Expectations

Consolidated Resources Suriname NV Employees, contractors, vendors and parties engaged on Consolidated Resources Suriname NV's behalf shall adhere to Consolidated Resources Suriname NV's Code of Conduct, applicable policies, standards and procedures, applicable laws and regulations, and applicable rules including internal work regulations by demonstrating respectful, appropriate and professional workplace behaviors while engaging in Consolidated Resources Suriname NV business on or off Consolidated Resources Suriname NV premises. Breaching workplace behavior expectations will result in corrective action, up to and including termination of employment, which will comply with applicable law and any applicable labor agreements. Consolidated Resources Suriname NV shall take appropriate corrective action up to and including termination of employment if Employees engage in Harassment, discrimination, workplace violence, or bullying.

2.1 Harassment and Discrimination

Consolidated Resources Suriname NV is committed to providing a work environment free of Sexual Harassment, other Harassment and discrimination based on gender, Gender Identity, Gender Expression, race, nationality, ethnic, social and indigenous origin, religion, religious belief, Disability, age, sexual orientation, and other legally protected categories. Even harassing or discriminatory conduct that does not rise to the level of unlawful Harassment or discrimination or is not prohibited by law in a particular jurisdiction may violate Consolidated Resources Suriname NV's standards and be grounds for corrective action up to and including termination of employment in compliance with applicable law and labor agreements. Consolidated Resources Suriname NV will not tolerate Harassment based upon any of the categories stated above or any additional legally protected category in any form of conduct, speech, written notes, photos, cartoons or electronic messages (including on social media).

2.2 Work Place Violence

It is a goal to provide a workplace in which Employees, contractors, vendors and others are free from violence. Consolidated Resources Suriname NV prohibits any acts or threats of physical violence while conducting Consolidated Resources Suriname NV business, while on Consolidated Resources Suriname NV property, or while interacting with any Consolidated Resources Suriname NV Employees, vendors, contractors, other business partners, or other members of the public.



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Consolidated Resources Suriname NV

2.3 Bullying

It is a goal to have a workplace in which Employees, contractors, vendors and others are free from Bullying. Consolidated Resources Suriname NV prohibits any acts or threats (including, but not limited to, actions in a cyber format) of Bullying while conducting Consolidated Resources Suriname NV business, while on Consolidated Resources Suriname NV property, or while interacting with any Consolidated Resources Suriname NV Employees, vendors, contractors, other business partners, or other members of the public.

2.4 It is not considered Harassment, Discrimination or Bullying by supervisors and other members of management to enforce job performance requirements and standards of conduct.

3. Complaints, Investigation and No Retaliation

Consolidated Resources Suriname NV provides multiple methods for Employees, contractors, vendors and third parties engaged on Consolidated Resources Suriname NV's behalf to submit complaints concerning failure to uphold this Standard, the Code of Conduct, or any other Consolidated Resources Suriname NV policies, standards, or procedures. Complaints of such nature will be subject to prompt and appropriate investigation and no individual will be retaliated against for reporting a Good Faith complaint.



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