

HUMAN RIGHTS AND SECURITY

POLICY

The Perseus Mining Limited group of companies (“Perseus”) is a gold mining, development and exploration company with projects in West Africa. We continue to expand our gold resources through exploration and the acquisition of potential new projects.

Perseus acknowledges and respects human rights in accordance with the Universal Declaration of Human Rights, international law and the laws of the countries in which we operate and condemns all forms of modern slavery.

In particular, Perseus acknowledges that the ‘right to security of person’ is one of the most elementary human rights and requires compliance with the Voluntary Principles on Security and Human Rights (VPSHR) in respect of all of its activities including any security operation it conducts in order to secure its people and assets.

In this respect Perseus’ operations will:

- Engage with members of the host communities in which we operate to build mutual respect and enduring, collaborative relationships.
- Ensure that our security contractors are trained on the VPSHR to increase their understanding of human rights considerations and to avoid security-related incidents with possible human rights implications.
- Raise awareness within our workforce of the need to respect human rights and to recognise and report human rights violations.
- Investigate and respond to security-related incidents, including complaints relating to human rights violations.
- Monitor our security and human rights performance and ensure transparent reporting of security incidents and community grievances.
- Not engage in or condone any type of modern slavery, including forced labour or child labour, and enforce the age of 18 years old as the minimum age for employment at our sites.
- Provide equal opportunity and not discriminate on the basis of gender, race, colour, age, religion, nationality, disability, marital status, sexual orientation, political conviction or any other grounds in accordance with our Code of Conduct and Diversity, Equal Opportunity and Anti-discrimination Policy.
- Monitor contractors that operate on our sites where feasible to ensure they respect the wellbeing and human rights of their workers.
- Conduct due diligence in relation to the potential occurrence of modern slavery in our supply chains and report on risks and actions in compliance with the Australian Modern Slavery Act.
- Work with appropriate government agencies, communities and other stakeholders when artisanal mining occurs on our permits to obtain a peaceful resolution to the issue.

- Support government programs that seek to legalise and register sustainable small-scale mining activities to respect livelihoods and promote improved conditions provided that such programs do not negatively impact on our legal rights, increase our legal or financial obligations or limit in any way our ability to operate in accordance with industry best practice.

APPROVAL AND REVIEW

This Policy is to be reviewed periodically and updated as needed.

REV. NO.	PREPARED/ UPDATED BY	REVIEWED	APPROVED	DATE	DESCRIPTION/ CHANGE EFFECTED
0	General Counsel & Company Secretary	Managing Director & CEO	Perseus Board	01/05/2017	Policy created
1	General Counsel & Company Secretary	Managing Director & CEO	Perseus Board	November 2019	Reviewed & Updated