



SUPPLIER CODE OF CONDUCT

Document Title:	Supplier Code of Conduct		
Document No:	AGC-PRO-CoC001 – Supplier Code of Conduct		
Date of approval:	March 2025	Next Review Date:	March 2028

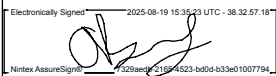
Applies to:	All Allied Gold operations, employees, contractors, and visitors to Allied Gold (when involved in controlled activities)
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Background	The Risk Reduction of Allied Gold were reviewed through benchmarking with our peers, assisted by consultants and accessing information available in the mining sector, as well as reviewing information from our existing policies, procedures, standards, and risk assessments from the operations.
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Document Control Information			
Effective from	Compliance required by	Version Number	Amendment Details
17 March 2025	March 2025	Version 02	New Template

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	SUPPLIER CODE OF CONDUCT	Document Number:	AGC-PRO-CoC001
		Revision Date:	17/03/2025
		Effective Date:	03/01/2025
		Revision Number:	002
		Next Revision:	17/03/2028

DOCUMENT APPROVAL

Role	Position	Name	Signature	Date
Owner	DIRECTOR SUPPLY CHAIN	TOM PULLEN		
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1. Introduction

Allied Gold Corporation (AGC) is committed to and focused on promoting the Health and Safety of all internal and external stakeholders, Legal Compliance, Responsible Sourcing, Environmental Protection and sound Business Ethics.

We expect our Suppliers to comply with our Supplier Code of Conduct and to actively contribute to the achievement of our Sustainability targets.

2. Health and Safety

Suppliers must provide a safe and healthy working environment as well as equipment and take all feasible steps to prevent accidents and injuries.

Suppliers must have an adequate, risk-based health and safety approach, including, for example, providing relevant instructions and training that is understandable to all employees.

Employees must have the right to refuse a work situation if they reasonably believe that it presents an imminent and serious risk to their health and safety. They must be able to report this without fear of retribution.

All work premises, including in applicable cases accommodation and canteens, must be regularly checked to maintain fire safety and hygiene standards.

3. Legal Compliance

Suppliers must comply with international, national and regional legislation as well as relevant international regulations and conventions related to the areas in the Supplier Code of Conduct.

Suppliers must comply with all AGC corporate requirements as well as any conditions related to permits

Where the requirements in the Supplier Code of Conduct are stricter than local laws, the requirements of the Supplier Code of Conduct must prevail. In the event of contradictions between the Code of Conduct and applicable laws and regulations, suppliers must notify AGC.

4. Human Rights

Suppliers must be aware of and address any human rights impacts that they cause or contribute to or that are directly linked to their operations, products, or services. Suppliers must be aware of whether any domestic regulation or its enforcement conflicts with international human rights standards and strive to honor the spirit of universally recognized human rights

Suppliers must prevent **child labour** in their operation and supply chain and ensure legal working conditions for young workers.

Young workers (below 18 years old) must not perform work that is mentally, physically, socially, or morally hazardous or that interferes with their mandatory schooling.

Suppliers must not engage in **forced labour**:

- restrictions of movement
- confiscation of identity documents and/or passports
- withholding of wages
- abusive working conditions
- debt bondage

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violence or any form of forced, compulsory or illegal labor, including trafficking, prison labour, child slavery or bonded labour.

Suppliers must ensure that the conditions of employment are transparent and in accordance with the applicable laws. Suppliers must recognize and respect the right of employees to **collective bargaining**, to freely associate, organize and communicate collectively in accordance with the laws of the countries in which they are employed.

Suppliers must recognize the importance of open communication and direct engagement between employees and management.

Suppliers must be the legal and rightful owner or **user of the property** on which they operate.

In the event of expropriation or imposed relocation, suppliers must ensure that a remediation plan is negotiated in a transparent manner, including but not limited to adequate compensation, with the goal of maintaining the livelihoods and standards of living of the persons concerned.

5. Responsible Sourcing

Suppliers dealing with raw materials and components containing tin, tantalum, tungsten, gold (3TG) or cobalt that are part of the direct supply chain of AGC must comply with all applicable laws concerning responsible sourcing and conflict minerals. Suppliers must follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from conflict-affected areas based on their position in the supply chain. They must ensure that all supplies in their 3TG and cobalt supply chain are traceable to smelter or refiner level.

Smelters and refineries must aim to be assessed as compliant or must, at minimum, take part and actively engage in third-party audit programs.

Suppliers must, upon request, report on their 3TG and cobalt supply chain by completing and submitting the Responsible Minerals Initiative's Conflict Minerals Reporting Template (CMRT) and/or Cobalt Reporting Template (CRT).

6. Environment

Suppliers must establish, implement and maintain a risk-based approach to reduce or minimize any negative environmental impact from their activities, products and services.

Suppliers must take precautionary measures as soon as there is reason to believe that an action could harm the environment or public health and strive to develop and support environmentally friendly techniques in their products, processes, designs and material selection.

Suppliers must pay the social, environmental and economic costs that arise should their business cause damage to the environment.

7. Business Ethics

Suppliers must comply with local laws and international **anti-corruption and anti-bribery** conventions and not engage in, or cause AGC to engage in, any form of such practices. Suppliers must not offer anything of value to improperly influence AGC employees or any third parties, such as subcontractors, consultants or public officials.

Suppliers must declare and avoid all potential conflicts of interest while engaged with AGC and notify AGC of any potential conflicts of interest that cannot be avoided.

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Suppliers must maintain and share accurate **trade compliance** data and documents related to their products such as HS codes and Country of Origin documentation

Suppliers must comply with local laws and international sanctions and not engage in or cause AGC to engage in any form of sanction breaches.

Suppliers must follow all applicable principles for **personal data protection** and use personal data only when lawful and necessary.

8. Whistleblowing

Suppliers should submit their concerns or complaints to the Allied Integrity Helpline, available 24 hours a day, seven days a week. If you have any questions or require clarification, you may also contact your Local or Operational Legal Representatives, or the Legal Department in Toronto at legaltoronto@alliedgold.com

To use the Allied Integrity Helpline, visit www.alliedgold.ethicspoint.com or call:

Canada	1-833-255-3697
Code D'Ivoire	05 66 77 0908
Ethiopia	800 861953

9. Supplier Acceptance

I, the undersigned as duly authorized representative of the supplier, hereby certify that the supplier accepts and complies with the Supplier Code. I agree that no reasonable request for assessment or Allied Gold Supplier Code of Conduct audit will be denied, or any information withheld.

Company name

Registration number

Place

Date

Authorised representative.....

Position.....

Signature.....