

Sustainability Policy

Atalaya Mining plc ("Atalaya") are firmly committed to the responsible production of metals throughout our value chain. Based on our experience and knowledge of the business, we strive to achieve the best results with a positive impact on employees, partners, local communities, the environment and all our stakeholders.

To achieve this, we are committed to the sustainable management of our operations by acting in a manner consistent with our values and policies, through environmental, social and governance performance set out in the following pillars that make up our Atalaya Sustainability Policy:

I. Good governance and responsible management

1. Ensure a system of good corporate governance according with our Code of Business Conduct and Ethics, preventing and reporting all forms of corruption in accordance with our Anti-Bribery and Anti-Corruption Policy and Whistleblower Policy.
2. Implement effective risk and opportunity management systems in accordance with our Risk Management Policy.
3. Ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain in accordance with our Modern Slavery Policy and Statement.
4. Engage with our stakeholders in a transparent manner, through economic, environmental and social performance indicators, with a focus on integrity, comparability and accuracy in the information generated in accordance with our Disclosure Policy and Shareholder Communication Policy.

II. People

5. Promote equity, diversity and inclusion in our workforce. Ensure equal opportunities for all employees, consultants and temporary workers at all levels of the Company irrespective of colour, race, gender, age, ethnicity or religious beliefs.
6. Ensure that no forced or child labor occurs in the workplaces or in our supply chain.
7. Uphold freedom of association and the right to collective bargaining for our workforce as applicable, and provide fair living wages and working hours.

III. Safe Operations

8. Prioritize a safe operation, seeking continuous improvement in the field of safety and people's health with the end goal of zero harm, establishing objectives and monitoring indicators.

9. We are committed to the safe and responsible management of our tailings management facilities through the application of best available surveillance techniques and through the implementation of the best industry standards.

IV. Environment and Climate Change

10. Respect the biodiversity of the places where we operate by maintaining a precautionary approach to positive impact through a robust system of governance, risk management and the setting of objectives, targets and performance monitoring indicators.
11. Integrate climate change risks and opportunities into our business strategy, including a commitment to reduce our greenhouse gas (GHG) emissions, through a robust system of governance, risk management and the setting of objectives, targets and performance monitoring indicators.
12. Promote the responsible use of natural resources, especially water, which is essential to our business and the communities in which we operate. We will drive the sustainable use of water in our operations and supply chain through strong governance, risk management and the establishment of objectives, targets and performance monitoring indicators.
13. Proactively participate in the achievement of a lasting regional economic development beyond the life of the mine, promoting the creation of alternative regional industries.

V. Society

14. Contribute to the development of the regions where we operate, participating in the improvement of the living conditions of our environment from a perspective of social responsibility
15. Respecting the rights, values, traditions and aspirations of the people that our activities may impact upon in accordance with our Community relations policy
16. Support and respect the protection of internationally recognised fundamental human rights within our sphere of influence, including in our supply chain.
17. To protect, conserve and enhance the historical heritage of the places where we operate, as an essential part of our commitment to society.

VI. Innovation and Technology

18. Encourage innovation, through research and development of sustainable technologies and circular economy processes, establishing alliances and collaborations with other stakeholders.

At Atalaya, sustainability is an integral part of the organization at all its levels and complying with this policy is the responsibility of all its operations and all persons who are part of Atalaya, including employees and contractors.

To achieve this, we are committed to periodically reviewing our performance and conduct regular audits to ensure adherence with this Policy.

We have established communication channels to promote transparency and transfer this culture of sustainability to our entire value chain.

Approved by the Board of Directors of Atalaya Mining plc on 15 November 2023.