

# Sustainability Policy



STRACON Group is a company that provides services that generate value and sustainability throughout the mining chain, through technology, innovation and operational excellence.

Based on the above, we have established the seven (7) pillars of sustainability that guide our operations with the ultimate goal of building trust with our internal and external stakeholders and transcending as an organization. Our pillars, which are the fundamental basis of our corporate sustainability strategy, aim for a balanced and consistent achievement of value generation for our shareholders, the comprehensive well-being of our employees, constructive relationships with our communities, good corporate governance, and the care of our environment.



1. **Doing the right thing:** Our management is based on the principles of good corporate governance, transparency, anti-corruption and anti-bribery practices, honesty, fair competition, and integrity, with the latter being a fundamental value in our company.



2. **Developing people:** We continuously generate a positive impact on our employees and subcontractors, through an inclusive work environment that motivates good job performance, equal conditions, non-discrimination, and fosters a balance between family and professional life.



3. **Operational excellence:** Our culture is based on continuous improvement, flexibility, innovation, quality, and productivity, which translates into providing efficient and high-quality services to our clients.



4. **Taking care of people:** We provide conditions to create a safe and healthy work environment, managing risks and controls comprehensively in our operations, so that our employees, subcontractors, and visitors return home safe and sound.



5. **Caring for the environment:** We contribute to environmental care by applying sustainable practices that prevent negative impacts on the environment where we operate. We are rigorous in complying with laws and continuously challenge ourselves to exceed what is established.

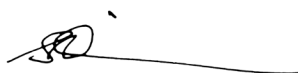


6. **Good relationships and transparent dialogue:** We build trust with all our stakeholders through effective, open, and transparent dialogue, and through a close relationship that enables us to understand and align their expectations, monitor them, prioritize them, and sustainably satisfy them.



7. **Generating welfare in society:** Aware of our role as a source of employment and development, we contribute to the sustainable and responsible growth of the communities around which we work. We develop capabilities that improve employability skills, develop our value chain, and show solidarity with those who need it most.

This Sustainability Policy applies to all operations in the countries where we operate, and each established pillar is present in the relationship with each of our internal and external stakeholders. STRACON Group is firmly committed to promoting actions that reinforce this Sustainability Policy and continuously improve sustainability performance.

A handwritten signature in black ink, appearing to read 'Steve Dixon'.

Steve Dixon  
Group CEO



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