

Child Labour Policy

INTRODUCTION

Osino Gold Exploration and Mining (Pty) Ltd (Osino) is committed to safeguarding children from exploitation and upholding their rights. We have adopted a zero-tolerance stance towards the use of child labour on our property, within our supply chain, and by anyone representing us.

This policy complies with the following Namibian legislation and is aligned with the following best practice guidelines: The International Labour Organisation's (ILO) Minimum Age Convention (Ratified by Namibia in 2000) and the UN Guiding Principles on Business and Human Rights.

The purpose of this Policy is to provide clarity to Osino's employees, vendors, and all stakeholders on the expectations and requirements that Osino has with respect to child labour. This policy also serves to inform stakeholders with respect to how Osino upholds the rights of children.

APPLICABILITY

This policy is mandatory and applies to Osino employees, vendors, and other stakeholders who interact with our personnel, including host community members who engage in our socio-economic development projects, who are expected to uphold, respect, and protect children's rights as defined in Namibian legislation.

COMMITMENTS

Protecting children's rights

To ensure that children's rights are respected and protected across Osino's operations and supply chain, our commitments include:

- Prohibiting the employment of anyone under the age of 18 at Osino or the Twin Hills Gold Project Site
- Permitting the employment of anyone over the age of 16 in non-hazardous roles within our supply chain and community projects
- Ensuring compliance with applicable Namibian and international laws
- Assisting with addressing systemic risks of child labour in communities where we operate
- Supporting access to child protection and related education in our host communities
- Promoting sustainable livelihoods for families to prevent reliance on child labour

Compliance and enforcement

The above commitments are implemented and monitored by:

- Conducting age verification during recruitment

- Obtaining vendor commitments on child labour through responsible sourcing assessments
- Reserving the right to conduct due diligence audits on vendors
- Promoting awareness and providing training on child labour prevention in host communities
- Monitoring key performance metrics such as:
 - Number of vendor audits conducted (that include the topic of child labour)
 - Training sessions held
 - Child labour-related grievances received and resolved
- Providing accessible, confidential, and non-retaliatory grievance mechanisms to report and address child labour issues
- Investigating all grievances related to child labour promptly and transparently

VIOLATIONS AND REPORTING

Any violations of this Policy may result in contract termination, reporting to the authorities and legal action. In addition, failure to report violations or involvement in bribery and corruption may result in disciplinary action, contract termination or legal prosecution.

Employees, vendors, and other third parties must report concerns or grievances using one of the following:

- The Public Grievance Mechanism (see our website)
- The Whistleblower Mechanism (see our website)
- By contacting senior management

MONITORING AND REVIEWING

Progress against these commitments will be monitored and reported annually to management. This Policy will be reviewed as necessary to reflect changes in legislation, regulatory requirements or related best practices. Osino reserves the right to amend or update this Policy as required.

Osino reserves the right to conduct audits and investigations where child labour concerns arise.

Tianhang Zhang
Chief Executive Officer (CEO)

29 September 2025