

Drug and Alcohol Policy

Mining Mineral Resources S.A.S

Revision II

Purpose

The purpose of this policy is to foster a safe, healthy, and productive work environment by mitigating risks associated with drug and alcohol use. Specifically, it aims to:

- Ensure the health, safety, and well-being of all employees, contractors, and visitors.
- Comply with international regulations, industry best practices, and ethical workplace standards.
- Minimize the risk of accidents, injuries, and impaired performance due to substance abuse.
- Provide education, awareness, and support resources for employees facing substance-related challenges.

Scope

This policy applies to:

- All employees of Mining Mineral Resources S.A.S (MMR SAS), regardless of role, location, or contract type.
- Contractors, consultants, and third-party vendors operating on behalf of MMR SAS.
- All company premises, vehicles, worksites, and company-related activities, including business travel and remote work.
- The use, possession, distribution, or influence of alcohol, illegal drugs, controlled substances, and the misuse of prescription medications that may impair performance.

Policy Statement

- Workplace Safety:** MMR SAS is committed to ensuring a safe and hazard-free workplace. No employee, contractor, or visitor shall enter company premises or worksites under the influence of alcohol or drugs.
- Prohibited Substances:** The use, possession, distribution, or sale of illegal drugs, controlled substances, or alcohol on company premises, worksites, or during work hours is strictly prohibited.
- Prescription Medication:** Employees using prescribed or over-the-counter medication that may impair performance must confidentially inform their supervisor or HR to assess potential workplace safety risks.
- Training & Awareness:** MMR SAS provides regular training on the adverse effects of drug and alcohol use, emphasizing mental alertness, physical performance, and workplace safety.
- Responsible Use:** The company acknowledges that moderate alcohol consumption or prescribed drug use outside of work is a personal choice. However, any behavior affecting workplace safety and performance will be subject to review.
- Testing & Compliance:** MMR SAS reserves the right to conduct drug and alcohol testing, including pre-employment, random, and post-incident testing, in compliance

with applicable laws. Testing procedures will be conducted with full confidentiality, and all test results will be handled with discretion and in accordance with legal and ethical standards. Employees will be informed of testing protocols, and the company will ensure that results are reviewed fairly with appropriate appeal processes in place. Testing will be conducted transparently and in consultation with employees and relevant labor unions.

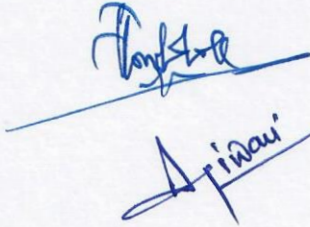
- G. **Enforcement & Disciplinary Action:** Violations of this policy may result in disciplinary action, following a structured process that includes an initial warning, mandatory counseling or rehabilitation support where appropriate, progressive disciplinary measures, and final actions such as suspension or termination if non-compliance persists. Any employee found in possession of or distributing illegal substances may be reported to law enforcement authorities. Any employee found in possession of or distributing illegal substances may be reported to law enforcement authorities.
- H. **Employee Support & Assistance:** MMR SAS encourages employees facing substance dependency to seek support through company-sponsored assistance programs, confidential counseling services, and external rehabilitation resources. Participation in these programs will not negatively impact employment status, provided that employees comply with rehabilitation plans and workplace performance expectations. The company offers accommodations such as temporary modified duties or flexible work arrangements to support employees during their recovery process. The company is committed to fostering a supportive environment for recovery.

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