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## HUMAN RIGHTS POLICY

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**Tesoro Gold Limited** (Tesoro) is a Chilean focussed gold exploration company which trades on the Australian Securities Exchange (ASX:TSO).

Tesoro is committed to ensuring that where we operate, we engage with communities and stakeholders to understand the social, cultural, environmental and economic implications of our activities and will be guided by the following principles:

We are committed to and will always strive to act in a manner that respects and supports the dignity, well-being and human rights of our employees and the communities in which we reside and those affected by our operations.

We will engage and consult with our stakeholders in a proactive, consistent, transparent, informed and inclusive manner, with the aim of determining the most effective way of creating shared value.

We acknowledge and respect Indigenous Peoples' ongoing connections to lands and waters and will respect and assist with the preservation of their culture, knowledge and practices.

- Free, prior informed consent will be sought from impacted Indigenous Peoples when exploration and mining activities may potentially impact traditional lands. Consultation and engagement will be undertaken in a fair, timely and culturally appropriate way.
- We will comply with all applicable regulatory requirements and the industry codes and standards which we have adopted or voluntary agreements to which we have entered.
- We will not tolerate the use of child labour or any form of forced labour, slavery or servitude.
- We will ensure that fair employment practices are employed and that in our workplaces all individuals are treated with dignity and respect. We will not tolerate discrimination against individuals on the basis of race, colour, gender, religion, political opinion, ethnicity, age, nationality or social origin, sexual orientation, or union membership.
- We will ensure through appropriate contractual arrangements and principles that our supply chain is also aware of and comply with our human rights commitments.
- We will ensure that clear grievance mechanisms are in place to allow internal and external grievances to be received, reviewed and dealt with as expeditiously as possible.



- We will establish management systems to maintain and continually improve our social performance and meet our human rights principles and conduct periodic reviews to ensure that we are fulfilling our policy commitments.

This policy applies to all Tesoro employees including contractors and consultants and is applicable to all avenues of Tesoro business interests including operational, exploration and construction sites