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**Horizonte Minerals plc**

**POLICY ON INCLUSION AND DIVERSITY**

This **Horizonte Minerals plc Policy on Inclusion and Diversity** (“Policy”) applies to Horizonte Minerals plc and its controlled subsidiaries (collectively “Horizonte”). This policy further applies to all Horizonte activities and representatives, including without limitation all employees, agents and other third parties acting on behalf of Horizonte, such as consultants, non-employee agents, contractors and any other persons associated with Horizonte, wherever located.

Horizonte is committed to maintaining and building strong relationships based on mutual respect and recognition of each other’s rights. We embrace diversity as it inherently provides different perspectives, evolution of talent as well as responsive and inclusive teamwork.

Horizonte will therefore:

- Adhere to law, international conventions to which Brazil is a signatory and the international standards adopted by Horizonte, including those addressing equality and equal opportunity;
- Apply fair employment practices to attract and retain a diverse and skilled workforce for enhanced business outcomes;
- Build leadership capacity to promote an inclusive culture that values dignity, respect and the protection of human rights as integral to our success;
- Support our teams to operate in a united and inclusive way that demonstrates dignity and respect for all people;
- Set, monitor and review our performance and achievement of objectives related to enabling inclusion, diversity and equality;
- Undertake specific actions to enhance the involvement of and equity for, those that experience negative disparities in our workforce;
- Undertake specific actions to enhance the participation of women, youth and those of ethnic minorities in community consultation and community development programs;
- Establish systems to protect our workforce from discrimination, harassment, victimization, bullying, and other actions that diminish rights and prohibit the creation of a safe and supportive workplace culture;
- Maintain within Horizonte a Board Sustainability Committee to provide oversight on the implementation of this policy and a Management Inclusion and Diversity Committee to champion programs;
- Regularly review and audit performance on inclusion, diversity and equality of our company and that of our contractors, relative to our policies and standards; and
- Publicly report performance on diversity matters.

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**Jeremy Martin**  
 Chief Executive Officer

Revision No.	Effective Date	Next Revision Date
0	May 2023	May 2025