

7th YEAR ANTI-SLAVERY STATEMENT



This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (*the Act*) and sets out the steps that Nord Gold plc (the *Company*) has taken, and is continuing to take, to ensure that modern slavery is not taking place within our business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

The Company has a zero-tolerance policy to any form of modern slavery. We are committed to acting ethically and transparently in all business dealings, alongside implementing effective systems and controls, to completely safeguard against any form of modern slavery taking place within the business.

We continue to actively conduct due diligence on every company which wants to become our supplier. In addition to adhering to the government guidelines in the countries where we operate relating to how we conduct our work and manage our projects, and those suppliers who we work alongside.

About Nord Gold plc

The Company is an internationally diversified one-million-ounce gold producer with a portfolio of eight mines (in Burkina Faso, Guinea, Russia and Kazakhstan) and a number of development and exploration projects in West Africa and Eurasia. The Company is the parent company of the Nord Gold group (the *Group*). The Group employs over 7,300 people.

About our supply chains

Supply chain activities at the Group include the provision of goods, labour and services to support the exploration, mining, transportation, aggregation, processing and technology development required for our business. The tax payments significantly contribute to the tax revenues of the respective governments of Guinea and Burkina Faso.

Our policies relating to slavery and human trafficking

We implement several internal policies to ensure that we are conducting business in an ethical and transparent manner, including:

1. Anti-Bribery Policy (the ABC Policy). Our ABC Policy clearly demonstrates our commitment to both high standards of corporate governance and to the principles of open and fair business. We strive towards the continuous improvement and enhancement of corporate ethics across all aspects of our operations.

2. Code of business conduct (the Code). The Code provides guidance on achieving the business goals of the Company and requires its officers and employees to behave in an open, honest, ethical and principled manner. As part of its commitment to the Code, the Company also established a hotline, which operates in three languages and can be used by any employee to report breaches of the Code.

3. Whistleblowing policy. We operate a whistleblowing policy which provides a platform for all employees and stakeholders, including our contractors, to raise concerns regarding questionable accounting, auditing, ethical, and other matters through the hotline.

There were no concerns with respect to modern slavery raised via hotlines in 2022.

4. Supplier's Code of Conduct. Our security and business support team checks, *inter alia*, contractor's reliability and commercial reputation. Since 2017, the Company has implemented a supplier audit checklist, providing for guidance on how to identify the signs of modern slavery via respective questionnaires and site visits.

5. Risk Management Policy. This policy prescribes for regular risk assessment and checks on measures established in the Company, in order to ensure that the Company takes all reasonable and cost effective steps in the identification, analysis and economic control of risks that could threaten the business objectives of the Group. The Company undertakes regular and rigorous risk assessments related to modern slavery, in accordance with our Risk Management Policy, and provide monitoring and preventive measures where necessary.

6. Human Rights Policy. The respect of human rights is a core value at Nordgold. We do not tolerate any form of violation of human rights, including discrimination, physical or psychological harassment, assault, and any form of child, forced, or compulsory labour.

Training in the Company relating to slavery and human trafficking

- Anti bribery training
- Voluntary principles on Security and Human Rights
- Involuntary Resettlement Risks Management.

Our effectiveness in combating slavery and human trafficking

Before entering into contractual relationships all counterparties are carefully checked in compliance with Supplier's Code of Conduct.

Due Diligence Processes

To achieve transparency in our supply chains, and as part of our initiative to identify and mitigate risk, we conduct due diligence on every contractor and candidate that intends to become our supplier. This due diligence process includes an online search for an organization's involvement in any offenses relating to modern slavery or people trafficking, in addition to any unethical behaviour towards employees or contractors.

Risk assessment and management

We regularly evaluate the nature and risk of exposure to modern slavery occurring in our supply chains by proactively managing those who we work with. As reflected in our various policies relating to slavery and human trafficking, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect the safety and anonymity of whistle blowers.