



HUMAN RIGHTS, CHILD AND FORCED LABOUR POLICY

AMAROQ LTD.

(“Amaroq”, the “Company”, or the “Corporation”)

We align our operations with the International Bill of Human Rights and adhere to the standards of the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, initially adopted in 1998, including its amendments in 2022. We are committed to uphold human values that are vital to our social and economic lives, including elimination of all forms of forced or compulsory labour and child labour, elimination of discrimination in respect of employment and occupation, and creating a safe and healthy working environment.

Amaroq’s commitment to human rights is not just a matter of compliance; we actively integrate respect for human dignity and individual freedom into our operational strategies and corporate decision-making. This proactive approach ensures that our principles guide our actions and decisions.

We understand that our activities have a significant impact on local communities and the environment. Therefore, we are committed to conducting our business in a way that not only prevents exploitation but also provides tangible benefits to local communities, including the safeguarding of vulnerable groups from labour abuses. We strive to be a force for positive change, contributing to sustainable development in Greenland.

POLICY STATEMENT

This Human Rights, Child and Forced Labour Policy (the “Policy”) articulates our commitment to conduct business in a way that respects the dignity and rights of all individuals impacted by our operations in Greenland.

We stand firm in our resolve to prevent any form of exploitation, ensuring that our operations are free from such unethical practices. This Policy is a clear declaration of our dedication to maintaining the highest standards of human and labour rights in every aspect of our business.

Scope

This Policy applies to all Amaroq’s personnel and all of its subsidiaries, affiliates, joint ventures and any other entity controlled by the Corporation, including every director, officer, employee, consultant and contractor (the “Personnel”).

Policy Principles

Labor Rights

- Ensuring fair wages and benefits that meet or exceed local standards.
- Supporting employees' rights to organize and collectively bargain in a non-coercive environment.
- Prohibiting any form of forced or child labour in all operations and supply chains.

Compliance with Laws and Standards:

- Adhering strictly to all national and international laws relevant to our operations, including those specifically targeting human rights, child and forced labour.
- Aligning our practices with global standards such as the United Nations Guiding Principles on Business and Human Rights.

Commitment to Meaningful Consultation and Dialogue:

- Establishing ongoing, open channels of communication with local communities and stakeholders.
- Facilitating community forums and workshops to understand local perspectives and concerns.
- Engaging in collaborative decision-making processes with communities, aiming for mutually beneficial outcomes.

Indigenous Rights and Cultural Heritage:

- Acknowledging indigenous sovereignty and rights in all areas of operation.
- Involving indigenous representatives in planning and decision-making processes that affect their communities.
- Ensuring that our operations do not infringe upon the rights and welfare of indigenous children and communities.

Respect for Culture and Community Engagement

- Actively recognizing and valuing the cultural diversity of the communities in which we operate, including the protection of vulnerable groups from exploitation.
- Ensuring our business practices are sensitive and adaptable to local cultural norms and practices.

Transparency and Accountability

- Providing clear, accessible information to all stakeholders, including the public.
- Establishing accessible, confidential channels for reporting human rights abuses or concerns, including those related to child and forced labour.
- Ensuring that all grievances are investigated promptly and resolved fairly.

INVOLVEMENT OF THE BOARD OF DIRECTORS

The Board of Directors plays an oversight role in monitoring how management is implementing and enforcing this Policy.

POLICY REVIEW

The Policy will be periodically reviewed and improved to reflect emerging human rights issues, stakeholder feedback, and evolving international standards. The review process will involve a comprehensive evaluation of the Policy's effectiveness in achieving its objectives and its alignment with the company's strategic goals.

Regular communication, consultation, and involvement of the Personnel and relevant stakeholders will be encouraged.

Approved by the Corporate Governance and Nomination Committee on December 15, 2023

Approved by The Board of directors on December 22, 2023