



GETTY COPPER

GETTY COPPER INC.

HUMAN RIGHTS POLICY

June 2026

ARTICLE 1 INTRODUCTION

1.1 Getty Copper Inc. (the “**Company**”, “**We**”) is committed to responsibly promoting and protecting the human rights established in the [International Declaration of Human Rights](#), the [United Nations Guiding Principles on Business and Human Rights](#), the [United Nations Declaration on the Rights of Indigenous Peoples](#), as well as with applicable national and international legislation, ensuring that the direct operations of the Company and its subsidiaries do not generate, contribute to, or are linked through third parties to violation of dignity, integrity, or well-being of people.

1.2 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, contractors, external consultants, third-party representatives, and business partners, collectively (“**Employees**”).

1.3 This policy does not form part of any employee’s contract of employment, and the Company may amend it at any time.

ARTICLE 2 RESPONSIBILITY

2.1 The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

2.2 The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective.

2.3 Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on Human Rights issues.

ARTICLE 3 GUIDELINES

3.1 The Company is committed to identifying, preventing, mitigating, and, where appropriate, remedying any negative impact our operations may have on human rights.

3.2 The company has established the following recommendations to guide Employees:

- (a) Decent work. Safe work and a decent wage that meets the basic needs of workers and their families should be supported, encouraged, and promoted, with compensation commensurate with the duties performed and the number of hours worked, always respecting national minimum wage legislation and ensuring that payments are made regularly, on time, and in the correct manner, based on the commitment to the standards of the International Labor Organization (ILO) and the labour legislations in the countries the Company operates.
- (b) Work-life balance. Respect the right to vacations, rest, work-life balance, and physical and emotional well-being of all employees.

- (c) Accommodation and living conditions. When housing is provided to workers, guaranteed decent living conditions, safety, and cleanliness, along with access to drinking water, sanitation and personal hygiene facilities, communication, electricity, and access to sanitary facilities, ensuring an adequate level of personal space and privacy, as well as freedom of movement.
- (d) Training and capacity building. Provision and/or support for external training initiatives to enable employees to develop and upgrade their skills so they can perform their jobs safely, develop and adapt to different job needs, and understand their rights and obligations in the workplace.
- (e) Workplace harassment and bullying. A workplace free from harassment and bullying, whether sexual or otherwise.
- (f) Child labor. Prohibit any form of child labour.
- (g) Forced labour, slavery and human trafficking. Prohibit any forced or coerced labor, modern slavery, servitude, and human trafficking.
- (h) Equal opportunities. Promote the professional and personal development of all employees, ensuring equal opportunities. Selection and promote employees based on objective criteria of merit and ability, ensuring equal pay for work of equal value.
- (i) Diversity, inclusion and non-discrimination. Maintain an inclusive hiring process and work environment, promoting diversity and ensuring freedom from all discrimination and any abusive or hostile conduct that implies personal harassment, whether based on race, nationality, social origin, age, gender, sex, marital status, sexual orientation, ideology, political or union opinions, beliefs, cognitive and/or physical ability, religion, or any other personal, physical, or social condition.
- (j) Freedom of association and collective bargaining. Respect the exercise of freedom of association.
- (k) Rights of local communities and indigenous peoples. Respect community and indigenous peoples' rights to their lands, water, cultural heritage, and traditional livelihoods. Maintain open and transparent dialogue throughout the life of projects and/or operations.

ARTICLE 4 GRIEVANCE MECHANISM

The Company has established a whistleblower portal for reporting concerns related to actual or suspected inappropriate, illegal, or fraudulent conduct. Reports may be submitted anonymously, and individuals can be assured that the Company does not tolerate retaliation against any

complainant. Reports are received by an independent third party and forwarded to the corporate head office and the Board of Directors for appropriate follow-up.

Complaints can be filed at:

Web portal: <https://gettycopper.confidenceline.com>

Phone number: 1-800-661-9675

Any Employee, officer, director, consultant, or any person affiliated with the Company who files a complaint or report of misconduct that is determined to be unfounded and/or made with malicious intent may be subject to disciplinary action, up to and including termination for cause, and/or referral of the matter to the appropriate authorities.

ARTICLE 5 BREACHES OF THIS POLICY

5.1 Any Employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

ARTICLE 6 EFFECTIVE DATE

6.1 This Policy was implemented by the Board on June 9, 2026.