CNE (CANACOL	CHARACTERIZATION				
Date of Update	Process Due Diligence in Human Rights				
Objective	Identify, prevent and address potential and/or real risks arising from the company's activities that could violate the human rights of related stakeholders, as well as the opportunities that could favor them.				
Scope	This starts with the establishment and/or updating of the institutional commitment, the identification and management of risks and opportunities in human rights in all processes, and the monitoring of performance, and ends with the remediation for those cases that cannot be avoided.				
Process Manager	Legal Area	Responsibility and authority of the Senior Management process			:
Monitoring and Measurement	Dashboard of indicators,	•	rnal and ext	ternal audits, Risks and opp	ortunities
Resources	Financial: budgets, G&A, AFES, OPEX.	Equipment and infrastructure: computer equipment, offices, telecommunication equipment	IT: internet	Human: Manager, Coordinators, Supervisors, Specialists, Professionals, Analyst, Operators External Advisors	Other:
INPUT	rs	DESCRIPTION	ON	OUTPU ⁻	ΓS
Contribution/Stakeholder	Description	Activities (PHV		Description	Recipient/ Stakeholder
	INSTITUTIONA	L/POLITICAL CON	имітме	NT	
Senior Management Legal Area Stakeholders	Requirements in application of the framework of action in human rights, expectations of investors, business relations, industrial sector.	Content of the policy make reference to do declarations or instruction human rights, such a Guiding Principles of Businesses and Human the Voluntary Princip Security and Human the Universal Declarathuman Rights, the International Agreem Civil and Political Righwell as on Economic, and Cultural Rights, tonventions of the International Labor Organization, the ILC Declaration on Funda Principles and Rights and the Global Comp Principles.	an Rights, alles on Rights, ation of the social he	Document with an explicit commitment to incorporate due diligence according to the standards involved and to remedy adverse impacts should they occur.	Senior Management Stakeholders The whole Organization
Senior Management Legal Area Strategic Planning Human Talent		Process of preparation updating: approve that the management I communicate it to stakeholders (employ partners, authorities national and local level their suppliers)	ne policy level and yees, at the	Document with approval at the management level and dissemination and training strategy favoring the organizational culture to ensure due diligence in human rights.	
Senior Management Legal Area Stakeholders		Differential approach Consider specific gro populations that requispecial attention (for women, children, independent, minorities, population, as well as a population groups the	ups or uire example, ligenous persons well as	Document with an explicit commitment to incorporate the differential approach.	

		demand greater attention such as the United Nations Declaration on the Rights of Indigenous Peoples, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, ILO Convention 169 on Indigenous and Tribal Peoples, among others.				
IDE	NTIFICATION OF IM	PACTS/RISKS AND OPPO		Г		
Social Management Sustainability/Process Characterization Planning, Analysis and Risk Management Sustainability/quality Legal Area Stakeholders	Need to integrate the human rights due diligence approach into the risk and opportunity management process across the organization.	Characterization or knowledge of the environment: Develop a baseline allowing to know and understand the social, political, cultural, environmental and economic conditions of the area of influence, incorporating relevant information for the identification of possible impacts on the enjoyment of human rights of stakeholders, also incorporating, with differential approach, the possible impacts that the operation may have on vulnerable populations or populations that require a particular treatment depending on their ethnicity or culture, political affinity, sexual orientation, age and gender, among others. The analysis must include entities at the national level and authorities at the local level with which it is necessary to coordinate in order to prevent the materialization of impacts.	O	The whole organization. Stakeholders		
Social Management Sustainability/ Process Characterization Planning, Analysis and Risk Management Sustainability/Quality Legal Area Stakeholders		Identification of impacts: Proactively and constantly identify the risks and opportunities of human rights activities, and update the identification at key moments (for example, policy change, new projects, among others).	In accordance with the guidelines of risk management and opportunities of the organization.	The whole organization. Stakeholders		
	IMPACT/RISK AND OPPORTUNITY MANAGEMENT					
Planning, Analysis and Risk Management Sustainability/Quality Legal Area Stakeholders The entire organization	Integration of findings of human rights risks and impacts into relevant internal functions and processes, through the adoption of appropriate measures	Integration of the Human Rights Approach: Incorporate the human rights approach associating impacts with rights and prioritize based on the criticality and severity that these represent, including within its Tools (risk matrix) for the weighting of risks the rights affected; the number of people that would be affected if the risks materialize; the	Matrix of risk and opportunities associated with human rights by process.	The whole organization. Stakeholders		

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entities of the national level, local authorities and other companies, to achieve synergies and effectiveness in treatment measures. Value chair: Ensure that contractors know and understand the impacts identified, the measures defined and the behavior expected of them in the framework of due diligence management, including specific human rights clauses in the terms of reference to be published, as well as in the contracts to be signed with suppliers. Internal and External Communication: Externally communicate their impacts identified and management measures, especially for potentially affected stakeholders, this through differentiated communication strategies. PERFORMANCE MONITORING Senior Management Legal Area Senior Management Legal Area Legal Area Planning, Analysis and Risk Management Sustainability (Quality Sustainability) Sustainability (Susitiva Savinability (Sustainability) Sustainability (Susitiva Savinability) Sustainability (Susitiva Savinability (Susitiva Savinability) Sustainability (Susitiva Savinability) Sustainability (Susitiva Savinability) Sustainability (Susitiva Savinability (Susitiva Savinability)	Sustainability		prevention, mitigation and	Coordination	Government,
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performance	Sustamability/Quality		-		_
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				indicators, post-audit	
exercises.				exercises.	

		Value Chain:	Mechanisms for	
		Include within the	verification of	
Legal Area		performance evaluation	compliance with the	Contractors
Supply		criteria of contractors or	standards agreed for	and suppliers
		suppliers, the completeness of	suppliers, contractors	
		the measures adopted by	and subcontractors	
		them to guarantee respect for	with respect to human	
		human rights.	rights due diligence	
	IMI	PACT REMEDIATION		
		Petitions, Complaints and		
		Claims System: Develop a		
		PQRS [Spanish initials for		
Senior Management		Petitions, Complaints and		
Legal Area		Claims] system that may be		
		recognized by the different	PQRS System	Stakeholders
		stakeholders as a channel		
		through which they will obtain		
		response and solutions to the		
		situations raised, classifying		
		the PQRS received and		
		identifying which of them		
		involve impact or possible		
		impact on a human right,		
		constantly analyzing and		
		identifying gaps and		
		opportunities for		
		improvement.		
	Need for procedures to	Mechanisms for Reparation	State and non-state	
	provide remediation	and Restitution of Rights:	claim mechanisms,	
	for a negative impact	Establish remediation	which can be parallel	
Legal Area	on human rights and	formulas adjusted to the	and non-exclusive, and	
Crisis Committee	seek substantive results that may	internationally recognized	judicial and non-	
		rights and effectively	judicial, and of public	
	counteract, or	coordinate with the	or private initiative.	
	transform into positive,	institutions to restore rights in		
	such impacts.	those cases in which the	Mechanisms	Stakeholders
		intervention of national or	alternative to justice	
		local entities is required.	for the resolution of	
			conflicts and access to	
			remediation,	
	i e		appropriately	
			coordinated with the	
			coordinated with the judicial ones in their	
			coordinated with the judicial ones in their sanctioning as well as	
		Communications	coordinated with the judicial ones in their	
		Communication:	coordinated with the judicial ones in their sanctioning as well as	Thought
Local Arra		Disclose data on the operation	coordinated with the judicial ones in their sanctioning as well as indemnifying form.	The whole
Legal Area		Disclose data on the operation of the systems including in the	coordinated with the judicial ones in their sanctioning as well as	organization
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS	coordinated with the judicial ones in their sanctioning as well as indemnifying form.	
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and	coordinated with the judicial ones in their sanctioning as well as indemnifying form.	organization
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights	coordinated with the judicial ones in their sanctioning as well as indemnifying form.	organization
		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues.	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports	organization
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain:	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions,	organization Stakeholders
		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments,	organization Stakeholders Contractors
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions,	organization Stakeholders
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments,	organization Stakeholders Contractors
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments,	organization Stakeholders Contractors
Legal Area		Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards.	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments,	organization Stakeholders Contractors
Legal Area	Administration that we are	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums.	organization Stakeholders Contractors
Legal Area	Maintain the security	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY Implement actions in	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums.	organization Stakeholders Contractors
Legal Area Supply	and protection of	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY Implement actions in accordance with the Voluntary	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums. Terms and conditions, attachments, attachments, attachments, attachments,	organization Stakeholders Contractors and Suppliers
Legal Area Supply Sustainability/Security	and protection of operations within an	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY Implement actions in accordance with the Voluntary Principles on Security and	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums.	organization Stakeholders Contractors
Legal Area Supply	and protection of operations within an operational framework	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY Implement actions in accordance with the Voluntary Principles on Security and Human Rights that extend to	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums. Terms and conditions, attachments, attachments, attachments, attachments,	organization Stakeholders Contractors and Suppliers
Legal Area Supply Supply	and protection of operations within an	Disclose data on the operation of the systems including in the reports the number of PQRS filed, responded to and resolved on human rights issues. Value Chain: Encourage contractors and suppliers to establish PQRS systems according to internationally recognized standards. SECURITY Implement actions in accordance with the Voluntary Principles on Security and	coordinated with the judicial ones in their sanctioning as well as indemnifying form. Reports Terms and conditions, attachments, addendums. Terms and conditions, attachments, attachments, attachments, attachments,	organization Stakeholders Contractors and Suppliers

		I	T	1
Sustainability/Security	rights and international	Incorporate into security		Stakeholders
ESG	humanitarian law, and	assessments the perceptions and concerns of the		
	may act in a manner consistent with			
		communities in this regard,		
	applicable international	and work with members of		
	standards, in particular	the community to improve		
	with respect to the use	security or prevent or address		
	of force.	stresses related to the		
		operations. WATER		
		Implement preventive and	Risk management	
Sustainability-Environmental	Consider the United	corrective action plans for the	plans	Stakeholders
Sustamasme, Emmember	Nations Sustainable	specific risks identified of the	piano	otane
	Development Goals	right to water and sanitation	Environmental	
	and the Water	in the operations themselves.	compliance report	
Sustainability-Environmental	Mandate of the CEO of	Establish specific objectives	P	
	the United Nations	for water management that	Risk management	Stakeholders
	Global Compact.	may take into account the use	plans	Stantenoiden
		of water by local communities	piano	
		and other users in the vicinity	Environmental	
		of the operations, and report	compliance report	
		on their progress.	compliance report	
		DECENT WORK		1
		Union Recognition: Design		Stakeholders
		and implement specific	Guide to working	
Administrative Management		policies and standards to meet	conditions	
Legal Area		the legal requirements in this		
8		regard, as well as mechanisms		
		for follow-up and monitoring		
		of their performance		
	Establish working	Exercise of Union Activities:	Guide to working	-
	conditions under	Implement measures to	conditions	
	principles of freedom,	guarantee respect for the	Conditions	
	equity, security and	freedom that all workers have,		
	dignity, protected	without any distinction or		
	rights, adequate	discrimination and in an		
	remuneration and	autonomous manner, to join,		
		-		
	social protection.	not join or disaffiliate from a		
		union organization, provided		
		that they respect the by-laws of the same.		
		Collective bargaining:	Collective bargaining	1
		Implement measures to	Collective pargaining	
		'		
		guarantee the recognition of the right to collective		
		bargaining of union organizations.		
	+	Job Opportunities: Implement		Stakeholders
		1	Comprohensive Social	Stakenoluers
		measures to generate work	Comprehensive Social	
Administrative Management		alternatives in the direct area	Management Policy	
Administrative Management		of influence of the operations,		
Social Management		whenever this is possible. The		
Legal Area		company will review that its		
		policy and practices have an		
		inclusive approach and a		
		gender perspective to allow a		
		differentiated view according		
		to the vulnerabilities		
	_	identified in the population.		
		identified in the population. Labor Conditions: Implement	Work conditions	Stakeholders
		identified in the population. Labor Conditions: Implement mechanisms to disseminate to	Work conditions communication	Stakeholders
Administrative Management Legal Area		identified in the population. Labor Conditions: Implement mechanisms to disseminate to workers the labor		Stakeholders
		identified in the population. Labor Conditions: Implement mechanisms to disseminate to workers the labor commitments and obligations		Stakeholders
		identified in the population. Labor Conditions: Implement mechanisms to disseminate to workers the labor commitments and obligations in accordance with current		Stakeholders
		identified in the population. Labor Conditions: Implement mechanisms to disseminate to workers the labor commitments and obligations		Stakeholders

Administrative Management Legal Area		awareness about workplace harassment, sexual harassment and other genderbased violence in the workplace Child labor: Implement measures within the framework of the legislation regarding the eradication of Child Labor, allowing to identify the related risks, including the risks in the value chain.	Purchasing and contracting manual	Stakeholders
		Equal opportunities: Implement measures to promote the principle of non-discrimination in the framework of contracting, promotion and development processes. Likewise, to ensure that differences in remuneration of employees do not respond to distinctions, restrictions or preferences of any kind.	Guide to working conditions	
	E.	THNIC MINORITIES		
Social Management		Establish measures to include in all actions a differential approach to ensure respect for the rights of ethnic minorities. In particular, to assess and address the impacts of business activities and business relationships on		Stakeholders
		the culture and territory of the identified ethnic minorities.		
	The need to adopt	Establish measures so that, in	Description of	
Legal Area Social Management	guidelines for the purchase of land or the acquisition of rights of use within the framework of respect for the dignity and	case of any new or ongoing land resettlement, legitimate holders of tenure rights may be identified, with particular attention to holders of vulnerable tenure rights.	Activities of the Land Area	Stakeholders
Legal Area Social Management	equality of the parties involved, with transparency and through means that do not contravene international standards.	Establish measures so that, in case of any new or ongoing land resettlement, financial compensation or other compensation alternatives may be planned or provided, under IFC Performance Standard No. 5 on Land Acquisition and Involuntary Resettlement.	Description of Activities of the Land Area	Stakeholders
Legal Area Social Management		Establish measures so that, in case of acquisitions, leases or other arrangements for the use of land, legitimate tenure rights may be recognized, with particular attention to holders of vulnerable rights.	Description of Activities of the Land Area	Stakeholders
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