



# **G Mining Ventures Corp.**

## **Report on Fighting Against Forced Labour and Child Labour in Supply Chains Act**

For the Financial Year Ended December 31, 2024



## 1. ABOUT THIS REPORT

G Mining Ventures Corp. (“GMIN”) has prepared this report as our statement regarding forced labour and child labour in supply chains (the “Report”) covering the fiscal year of January 1 to December 31, 2024 (the “Reporting Period”) pursuant to Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). In accordance with the Section 11(2) of the Act, this is a joint report prepared on behalf of GMIN and its wholly owned subsidiaries G Mining TZ Corp. (“GMIN TZ”) and G Mining Guyana Corp. (together, the “Company”, or “we”).

## 2. ABOUT OUR BUSINESS

GMIN is a Canadian mining company established in 2020, with its head office located in Brossard, Quebec. Its common shares are traded on the Toronto Stock Exchange (“TSX”) under the symbol “GMIN” and on the Over-the-Counter (OTC) Best Market (OTCQX) under the symbol “GMINF”. GMIN’s primary business activities include the acquisition, exploration, evaluation, development, and operation of mineral properties. As of December 31, 2024, GMIN’s portfolio consists of three main assets:

### **Tocantinzinho Gold Mine, Brazil**

Located in northern Brazil, the Tocantinzinho Gold Mine (“TZ” or the “TZ Mine”), is held by GMIN’s indirect (i.e., through GMIN TZ) wholly owned subsidiary Brazauro Recursos Minerais S.A. (“BRM”). On September 1, 2024, the Company reached commercial production at TZ and its focus is henceforth to perform profitable commercial operations thereat.

### **Oko West Gold Project, Guyana**

On April 22, 2024, GMIN TZ, Reunion Gold Corp. (“Reunion Gold”) and Greenheart Gold Inc. entered into an arrangement agreement, which was subsequently amended effective June 7, 2024, setting forth the terms and conditions on which the parties agreed to complete an arrangement under Section 192 of the CBCA (the “Arrangement”).

On July 15, 2024, as a result of the Arrangement being closed on that day, GMIN, as the successor issuer to GMIN TZ, acquired (i) all of the issued and outstanding common shares of GMIN TZ and (ii) all of the issued and outstanding common shares in the capital of Reunion Gold. The shares of GMIN TZ were delisted from the TSX and the shares of GMIN started trading on the TSX effective market open on July 17, 2024.



## **Gurupi Project, Brazil**

On December 19, 2024, GMIN acquired 100% interest in the tenements of Gurupi from a wholly-owned subsidiary of BHP Group Limited.

Situated in the Gurupi Gold Belt in northern Brazil, and being comprised of 47 tenements encompassing approximately 1,900 square kilometers, Gurupi hosts multiple identified gold targets along a +80 km mineralized trend, including the Blanket, Contact and Chega Tudo open pit deposits, which currently contain 1.8 million ounces of indicated and 0.8 million ounces of inferred mineral resources NI43-101-compliant gold resources and remain open for expansion.

As of the date of the Report, the TZ Mine is the sole producing asset, achieving gold production of 63,566 ounces for the year ending December 31, 2024. The production was driven by 1,713,000 tonnes of ore processed for the year at an average gold grade of 1.32 g/t of gold (“g/t Au”). For the same period, a total of 6,406,000 tonnes of ore were mined at an average gold grade of 0.99 g/t Au.

As of December 31, 2024, GMIN had approximately 1,090 employees across its operations, projects and headquarters in Canada. Most of the employees (980) are located in Brazil at the operation of the TZ Mine, including both employees and contractors, with Brazilians making up approximately 97% of the workforce.

Country	Total	%
Brazil	980	90%
Canada	21	1.9%
Guyana	89	8.1%
<b>Total</b>	<b>1,090</b>	<b>100%</b>

### **2.1. Governance**

GMIN is building its portfolio of projects and operations with embedded principles of sustainability throughout the company, from the board of directors (the “Board”) to our site employees. The Environment, Social and Governance Committee of the Board (the “ESG Committee”) is responsible for the overall oversight of all sustainability-related matters, including the management of human rights. The Vice President of Sustainability (the “VP of Sustainability”), who reports to the President & CEO of GMIN, is responsible for the Company’s overall sustainability strategy and the oversight of the sustainability function and its performance. The Corporate Director of Sustainability is responsible for developing and



implementing the Company's approach to managing human rights risks, including those related to modern slavery. Human rights risks within our projects and operations are cross-disciplinary and are jointly managed by relevant departments, such as Human Resources, Supply Chain, Community Relations and Health & Safety.

The VP of Sustainability provides quarterly updates to the ESG Committee regarding the implementation of human rights-related initiatives, including identified risks, human rights impact assessments, training sessions conducted, and grievance management.

## **2.2. Overview of the Supply Chains**

The majority of the Company's procurement activities occur at the TZ Mine site level in Brazil. The Company procures a wide range of goods and services for all its activities, from exploration to construction and operations. Goods typically include heavy equipment, processing chemicals, fuel and oils, explosives and spare parts. Services cover employee transportation, heavy equipment maintenance, process plant support and diverse consulting assignments.

The Company is strongly committed to local procurement where feasible. In 2024, our TZ Mine issued purchase order (PO's) totaling approximately USD 116 million, distributed across 864 suppliers worldwide:

Origin	Value (k USD)
Africa	275
North America	2,268
South America	96,184
Asia	2,632
Europe	12,046
Oceania	5,450
<b>TOTAL</b>	<b>116,227</b>

Of the total POs value, 78% was with suppliers registered in Brazil, demonstrating the Company's commitment to sourcing locally.

In Guyana, the Oko Project is still in an initial phase and procurement during the Reporting Period was mainly done for exploration activities, including camp/site services and all Georgetown administrative services.

By complying with our mineral agreement in Guyana, our procure-to-pay strategy emphasizes local content and the development of our local community vendors. Therefore,



the total amount of PO's issued for the Oko West Gold Project in 2024 was approximately USD 11M, with 85% sourced in Guyana from a total of 152 suppliers.

Category	Number of Vendors	Number of POs	Value (k USD)	%
Local Community	16	140	2,637	24
Local (Guyana)	136	1389	6,753	61
International	27	93	1,661	15
<b>TOTAL</b>	<b>179</b>	<b>1622</b>	<b>11,052</b>	<b>100</b>

A very small number of goods and services are procured from the headquarters in Canada, primarily for the day-to-day operation of the office and consultancy services for corporate mandates.

### 3. OUR POLICIES AND DUE DILIGENCE PROCESS

The Company recognizes the mining industry's potential to promote human rights, but also its capacity to negatively impact them. We are aware that modern slavery remains a global concern, particularly given the complexity of supply chains in the sector. As such, we are committed to upholding internationally recognized human rights and to actively identifying risks across our sites and business relationships to ensure effective management.

#### Our Policies

Our approach to human rights is grounded in several commitments and processes that are outlined in different policies approved by our Board:

- **Anti-Child & Forced Labour Policy:** Explicitly states our zero-tolerance approach towards child labour and forced labour within its operations and supply chain and sets out the obligations and responsibilities of Company personnel to the subject.
- **Human Rights Policy:** Details our objectives, commitments, practices, and procedures in relation to human rights.
- **Third-Party Code of Ethics & Business Conduct:** States the expectations towards suppliers, contractors, representatives, service providers and any other third parties that work for or on behalf of the Company related to various ethics and human rights topics, including explicitly the prevention of modern slavery.
- **Code of Ethics & Business Conduct:** Defines the standards and values which Company personnel are expected to follow to conduct ethical business. It also



reinforces the commitment of the Company in preventing and reducing the risk of child labour and forced labour.

- **Diversity Policy:** Demonstrates the Company's commitment to achieving and maintaining diversity across all roles within the Company, including at the executive level, with a focus on gender diversity.
- **Policy Against Harassment & Discrimination in Workplace:** Establishes a zero-tolerance approach to harassment and discrimination, and outlines response procedures for reported incidents.
- **Whistleblowing Policy:** Defines the principles for maintaining corporate integrity and for reporting and investigating breaches of our Code of Ethics and Business Conduct, including cases of harassment. It also ensures protection from retaliation for those who report in good faith.

### **Due Diligence Process**

Based on the Company's principles to respect human rights and on our Human Rights Policy, we regularly conduct due diligence to manage human rights in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), including:

- Identification and assessment of actual or potential adverse impacts on human rights;
- Implementation of measures to stop, prevent, mitigate and remediate those impacts;
- Development of mechanisms for monitoring the effectiveness of controls and outcomes;
- Implementation of an effective grievance mechanism and
- Regular and transparent communication of identified impacts and mitigation actions.

### **Human Rights Impact Assessment (HRIA)**

Following the commencement of commercial operations at TZ Mine in September 2024, the Company engaged a third-party human rights consultant with solid expertise to conduct a Human Rights Impact Assessment ("HRIA") at the site and a gap assessment of the Company's overall human rights management practices.

Initiated in December 2024, the HRIA aligns with the UNGPs, the OECD Guidelines for Multinational Enterprises, and the Danish Institute for Human Rights' HRIA Guidance and



Toolbox. Through meaningful engagement with external stakeholders such as community members, key suppliers, local authorities, employees, and vulnerable groups, the HRIA intends to identify, understand, assess, and address the potential and actual human rights impacts of our business's activities, and includes specific analysis of modern slavery risks in our supply chain.

The HRIA results are expected in Q2 2025. If modern slavery risks are identified, we will work either internally and/or with suppliers to develop mitigation measures. These measures will be defined according to our relationship with the risk/impact (i.e., cause, contribution or linkage) and mechanisms will be developed to enforce accountability of implementation.

#### **4. FORCED LABOUR AND CHILD LABOUR RISKS**

The Company currently holds assets either in operation or in development in Brazil and Guyana. These jurisdictions are generally considered to have a moderate to low risk of modern slavery<sup>1</sup>. However, we acknowledge that the nature of the mining industry and its diverse, global supply chains can introduce risks to fundamental human rights, including forced labour and child labour.

As such, we are committed to continuously improving our due diligence practices to identify potential risks and implement measures to prevent modern slavery across our operations and supply chains.

##### **Our Operations**

We have assessed the risk of child labour and forced labour being used within our direct operations as low. This assessment is based on our adherence to the International Labour Organization (ILO) standards and national labour laws in Brazil and Guyana. These include regulations on working hours and shifts to the mining sector, minimum hiring age, and fair compensation.

At TZ Mine, we only hire individuals aged 18 and above. The sole exception is the Brazilian national program, "*Jovem Aprendiz*," which permits the employment of students aged 14 and older in part-time administrative roles during non-school hours. This program supports youth future integration into the labour market.

---

<sup>1</sup> Walk Free – The Global Slavery Index 2023 - <https://www.walkfree.org/resources/>



In 2024, all Company employees received salaries above the minimum wage mandated by national legislation.

### **Our Supply Chains**

Our Third-Party Code of Ethics and Business Conduct reinforces our zero-tolerance policy toward modern slavery and sets expectations for our suppliers to adhere to the same standards. These expectations are incorporated into contracts, and the Company reserves the right to request evidence of efforts taken by suppliers to prevent modern slavery.

In Brazil, we currently screen key suppliers through a third-party platform, CIAL, which identifies irregularities related to social protection requirements under national law.

As part of the HRIA initiated in 2024, a comprehensive assessment of the TZ Mine's supply chain is planned for completion in Q2 2025. This will help us identify high-risk suppliers and determine appropriate risk mitigation strategies for modern slavery.

### **Remediation Measures**

The Company is committed to providing or supporting the remediation of adverse human rights impacts that we have caused or contributed to. We recognize that effective and trusted grievance mechanisms are essential for identifying and addressing potential instances of child labour or forced labour.

To this end, the Company has established various policies, standards, and processes, including:

- **Feedback/Grievance Mechanism** at TZ Mine: This mechanism provides internal and external stakeholders with accessible channels to report any actual or perceived impacts caused by our operations, employees or contractors. Reports can be submitted through multiple channels, including a physical office in Itaituba, a dedicated WhatsApp number, and our online portal: <https://gmining.boreal-is.com/portal/gminingtz>.

In 2024, we developed a written procedure to better align the grievance management process with the effectiveness criteria outlined in the UNGPs for non-judicial grievance mechanisms.

In 2025, we will develop and implement similar procedures for our Oko West and Gurupi projects to ensure consistent grievance management across all sites.



- **Whistleblowing system**

Our whistleblowing system applies to all Company employees, officers, directors, suppliers, service providers, and partners. It is designed to receive reports on a wide range of ethical and compliance issues, including concerns related to discrimination, harassment, and retaliation against individuals who report in good faith.

Confidential and anonymous reports can be submitted via:

- (450) 465-1950 ext. 233 and/or
- Email: [ethics@gminingventures.com](mailto:ethics@gminingventures.com)

To date, the Company has not identified any incidents related to child labour or forced labour —either internally or through existing grievance channels — during the Reporting Period. Consequently, no remediation measures were required, and there were no identified cases involving loss of income to vulnerable families.

## 5. TRAINING

In 2024, as part of building our human rights management approach, the Company delivered targeted training sessions to both corporate executives and senior management at the TZ Mine. The sessions covered key topics including definitions of human rights, the UNGPs, and specific legislation relevant to the mining industry, including the Act.

Additional training on effective grievance mechanisms was provided to Health & Safety, Environment, and Community personnel at the TZ Mine.

In total, 31 site-based employees, including TZ senior management team, received training, alongside 9 corporate-level executives and directors. Daily sessions on Health & Safety are also held at TZ site where human rights related topics are often discussed amongst the general workforce.

Looking ahead to 2025, the Company plans to offer specialized training on forced labour or child labour to the Corporate Executive team and to the personnel in the Supply Chain and Human Resources departments at the TZ Mine.



## 6. ASSESSING EFFECTIVENESS

The Company commenced its first commercial operations at the TZ Mine in the final quarter of 2024 and is in the process of building a comprehensive framework for managing human rights.

As the Company completes its assessments and gains a deeper understanding of potential risks within its supply chain — anticipated by Q2 2025 — it will develop targeted measures to address potential modern slavery risks. These measures will include specific controls for tracking effectiveness and mechanisms to ensure accountability for implementation.

In the interim, the Company maintains several accessible channels for stakeholders to raise concerns or report human rights-related incidents. These include the grievance and whistleblowing mechanisms described above.

Progress in managing human rights and modern slavery risks will continue to be communicated through the annual reporting pursuant to the Act and our annual sustainability disclosures.

## 7. APPROVAL AND ATTESTATION

This report was approved by the Board of Directors of G Mining Ventures Corp on May 13, 2025.

I have authority to bind G Mining Ventures Corp., G Mining TZ Corp. and G Mining Guyana Corp.

Louis-Pierre Gignac

A handwritten signature in black ink that reads 'Louis-Pierre Gignac'.

President & Chief Executive Officer,  
G Mining Ventures Corp.

May 13, 2025