

4.4 Human Rights

Engaging with Rightsholders

Critical to our human rights approach is meaningful, transparent dialogue, and considering potential human rights impacts in our decision-making processes. We use a variety of engagement methods to gather input and feedback on many issues including human rights. We also maintain a whistleblower hotline, the Orla Confidence Line, so anyone can report any suspected possible human rights concerns or abuses.

Security and Human Rights

As a mining company, we use security personnel and systems to protect our assets and people. It is important that we manage security in line with human rights, especially since we operate in areas of heightened human rights risk.

Orla is committed to implementing a human rights and security approach consistent with industry-adopted standards such as the Voluntary Principles on Security and Human Rights, the International Bill for Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.



Performance

During the year, we continued to conduct supply chain mapping and risk assessments. This exercise is important to identify any potential human rights-related concerns or risks in our supply chain, including our risk exposure to modern slavery.

We adopted Orla's new [Responsible Procurement Standard](#) to reinforce our commitment to ethical sourcing practices with the aim of embedding core requirements such as respect for human rights due diligence into our daily procurement decisions.

An ESG-focused supplier survey was piloted with a select group of vendors, featuring questions related to forced and child labour. The pilot phase allowed for evaluation of the tool's

effectiveness prior to broader rollout.

We also delivered targeted training across the company to build awareness of responsible sourcing and human rights risks. This included a mandatory course for all employees introducing key concepts such as child labour, forced labour, and modern slavery, and a deeper dive for our procurement team at Camino Rojo focused on best practices in sustainable procurement. In parallel, we participated in the UN Global Compact's Business & Human Rights Accelerator program, which further informed our approach to human rights due diligence and helped align our practices with emerging global standards.

2025 Priorities

Roll out targeted training at the Musselwhite Mine to build awareness of responsible sourcing and human rights risks, aligning expectations across all operations.

Integrate Musselwhite into our broader supply chain risk assessment efforts to support a unified approach to identifying and addressing potential human rights risks across the business.

Advance the company-wide implementation of the [Responsible Procurement Standard](#) to ensure consistent expectations for ethical sourcing and human rights due diligence across all sites.

Design and share the stand-alone Labor Rights Policy, reflecting our approach to respectful relationships with our employees.