

Introduction:

BacTech Environmental recognizes the importance of sustainable development in the mining and processing of mineral resources. Our business practices focus on economic growth, environmental protection, and social equity. This policy outlines BacTech's commitment to operating responsibly and contributing positively to the societies, economies, and environments where we operate.

Policy Statement:

1. Economic Sustainability: BacTech is committed to generating value for our shareholders, employees, customers, and partners, while contributing to local and global economies. We aim to maintain high operational efficiency, integrity, and transparency in our business dealings.
2. Environmental Stewardship: We strive to minimize our environmental footprint through responsible management of our bio-leaching process, waste disposal, and water usage. We are committed to reducing emissions, conserving natural resources, and promoting biodiversity in and around our operation sites.
3. Social Responsibility: BacTech recognizes that our operations can have direct and indirect impacts on local communities. We are committed to engaging with these communities to understand their needs and expectations, and aim to provide benefits through employment, capacity building, and community development initiatives.
4. Governance: We are dedicated to operating efficiently and fostering transparent governance practices in our approach to sustainability and stakeholder engagement. This commitment is realized through the establishment of trusted relationships with collaborating partners and other stakeholders. We employ systematic analysis and management of risks and opportunities, while also striving to enhance the capacity of multiple stakeholders to address shared challenges and seize opportunities.
5. Employee Well-being: We are committed to providing a safe, healthy, and inclusive work environment for our employees. We will promote their well-being and professional growth, ensuring fair employment practices and a culture of respect and dignity.
6. Innovation and Technology: BacTech is at the forefront of technological innovation, harnessing bio-leaching technology to provide environmentally friendly solutions in mining and mineral processing. We commit to investing in research and development to advance sustainable technology in our industry.
7. Supply Chain Management: We are committed to promoting sustainability principles within our supply chain. Our suppliers and partners are expected to align with our sustainability policy, ensuring responsible and ethical practices.

Implementation and Accountability:

This policy will be implemented across all levels of BacTech, and each individual within the company holds a role in its success. Our leadership will oversee the policy's implementation, embedding it into our corporate strategy, decision-making, and daily operations.

Regular evaluations and reporting will be conducted to ensure our commitments are met, and to foster continuous improvement of our sustainability performance.

By endorsing this Sustainability Policy, BacTech Environmental pledges to integrate sustainable development principles into our activities, promoting a harmonious balance between economic growth, environmental protection, and social equity. We acknowledge our responsibility to present and future generations, and commit to a path of responsible, sustainable growth.

Document Control

Version	Approver	Approval date
No: 1.0	Board of Directors	May 30, 2023