

Modern Slavery and Human Trafficking

INTRODUCTION

Giza Minerals is committed to preventing the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

The policy applies to all the individuals working for or on behalf of the Company, including employees, directors, officers, agency workers, service providers, consultants, and any other third-party representative.

Giza Minerals expects all who have, or seek to have, a business relationship with the Company to familiarise themselves with this policy and to act in a way that is consistent with its values.

Giza minerals will only do business with companies that are fully complying with this policy, or those who are taking initiatives steps towards complying with the policy.

This policy will be used to support and inform any statement on slavery and human trafficking that the Company is required to submit further to the transparency in supply chain requirements of Section 54 of the Modern Slavery Act 2015 (MSA)

Definition of Modern Slavery

The Modern Slavery Act (MSA) 2015 covers the subsequent key criminal activities:

- Slavery: where ownership is exercised over an individual
- Servitude: involves the compulsion to provide service imposed by coercion
- Forced and compulsory labour: all work or service, not performed willingly, which is obtained from an individual under the threat of force or penalty
- Human trafficking: involves organizing or facilitating the travel of another with a view to exploiting them

Other sorts of modern slavery, which will not be tolerated but are not explicitly referenced within the Modern Slavery Act, include, but are not limited to:

- Child labour: It involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.

All forms of modern slavery have in common, the deprivation of a person's freedom by another to exploit them for business or personal gain and amount to a violation of an individual's fundamental human rights.

Combating or Tackling modern slavery requires colleagues to play a part and remain vigilant to the risk in all aspect of the business and business associations.

Giza Minerals plans to practice the policy

Giza Minerals aims to implement the following measures

- We will conduct risk assessments to determine which parts of the business and which supply chains are most at risk from modern slavery so efforts can be focused on the areas that are most 'at risk'

- Where appropriate, as informed by the risk assessment, we will engage directly with new suppliers in respect of the Anti-Slavery Policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses.

- Our contractual documents will include specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy.

- We also make provision for our contracted suppliers to hold their own sub-contractors and any other suppliers to the same standards. We also reserve the right to terminate any contractual arrangement if there is breach of this policy.

- The Board of Directors has overall responsibility for this policy and in ensuring that the business complies with all its legal and ethical obligations.

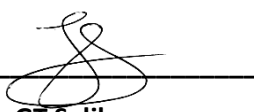
- The Managers will have the day-to-day responsibility for the implementation of this policy, monitoring its use and ensuring that the suitable processes and control systems are in place to ensure that it can operate effectively.

- Managers will make sure that all the employees receive adequate training on this policy and any supporting processes applicable to their role

Non-compliant of the Policy

Any non-compliant of this policy by an employee, director or officer of Giza Minerals may lead to disciplinary action being taken in accordance with the Company's Disciplinary Procedure. Serious breaches may be regarded as gross misconduct and can lead to immediate dismissal. All employees will be expected to co-operate to the fullest extent possible in any investigation into suspected breaches of this policy or any related processes or procedures.

As approved by Management committee on 24th February 2020.

Signed: 
GT Selikoe
Director