

Voluntary Commitments Compliance Program

1. Connectivity Program in the Cordillera

Objective

Facilitate the installation of satellite internet for the CICs (determined in previous agreements).

Activities

- Installation of satellite internet in community centers.
- Installation of satellite internet in permanent homes of community families.

Implementation term:

- Construction, operation, and closure phases.

Indicators

- Satellite internet system installed in community centers during the construction phase.
- Document prepared called: Service beneficiary selection criteria.
- Meetings with round tables to define the service installation schedule in permanent homes of CIC families.

Verifiers

- Meeting minutes of the round table.
- Coordination meetings to install internet service.
- Document: Service beneficiary selection criteria
- Installation and operation receipt records.
- Photographic record.

Responsible

- Social Management Area.

2. My Clean Cordillera Program

Objective

Establish a monthly waste (domestic waste) collection program for the benefit of families living in the pre cordillera sector, where the Company will be responsible, through a specialized company, for the removal of waste and its subsequent final disposal at an authorized site (Copiapó sanitary landfill). It will be implemented in the pre-cordillera area of the Municipality of Copiapó.

Activities

- Once a month, the waste collection truck will travel across the CICs.
- Coordinate in advance with each of the CICs included in this program.
- Notify the Communities representatives of the truck's route 1 week in advance.

Implementation term

- During the construction, operation, and closure phases of the Project.

Indicators

- 12 waste removals per year.
- Waste removal reports at each community center.

Verifiers

- CIC coordination records.
- Signing of contract with a specialized company.
- Notice letters to CIC authorities.
- Photographic record.

Responsible

- Social Management Area.

3. Plantation Activity in CICs.

Objective

Improve the environment in which community activities are conducted through the planting of native trees, and alfalfa for the native communities, according to the needs or requirements of each of them.

Activities

- Delivery of tree seedlings as required by each community (number and variety according to individual agreements with each CIC).
- Delivery of materials needed for fencing and technically improved irrigation.
- Monitor the process of identification and selection of the specialized institution by the CICs.

Implementation term

- During the construction, operation, and closure phases.

Indicators

- Number of native trees delivered.
- Number of sacks of alfalfa seed delivered.
- Amount of material for technically improved irrigation and fences delivered.
- Specialized institution identified.

Verifiers

- Delivery records of native trees.
- Delivery records of alfalfa seed.
- Delivery records of materials for fencing and technically improved irrigation.
- Meeting minutes of round tables.
- Meeting minutes of coordination between the communities and the specialized institution.
- Semi-annual progress report of the specialized institution.
- Final report on the activities and achievements by the specialist institution.

Responsible : Social Management Area.

4. Shared Environmental Monitoring

Objective

Involve the CICs in the implementation of the water component monitoring plan, in the Quebrada Ojos de Maricunga sector, to maintain a transparent management model among the stakeholders.

Activities

- Conduct shared environmental monitoring of the Ojos de Maricunga sector, points: Vega 5, VLJ, QDP1, QSO, QPA1, QPA2, QCH1.
- Meet the economic requirements of this activity.
- Monitor the selection process of the Environmental Inspection Technical Entity, by the CICs.

Implementation term

- Operation and closure phases.

Indicators

- Shared monitoring protocol delivered to CICs.
- Annual monitoring schedule shared between the company and the CICs.
- 2 environmental inspection technical entities hired. One for the Company and one for the CICs.
- Monitoring work plan prepared by the environmental inspection technical entity.
- Reports from the technical entity and the supervisor on the achievements and progress of the plan.

Verifiers

- Minutes of regular and special meetings of the Round Table.
- Record of receipt of the report issued by the entity chosen by the communities and delivered to their respective boards.
- Annual report on actions implementation.

Responsible

- Social Management Area.

5. Delivery of Solar Panels to CICs.

Objectives

Support CIC Pai-Ote and Runa Urka with access to clean energy for domestic use, through the implementation of solar panels that allow for electricity in the Vega Redonda and Vega San Andrés sectors.

Activities

CIC Pai-Ote

- Provide 4 fixed solar energy systems and 1 mobile solar system (solar panels) of 3,000W, including battery and system installation in 5 community homes (to be defined)
- Perform maintenance on the 5 systems every two years.
- Coordinate with CICs to repair and/or maintain the systems, according to technical inspection.

CIC RUNA URKA

Provision and installation of 2 mobile photovoltaic energy systems, each with a capacity of 5000W, along with all necessary components for their use (trailer, batteries, inverters, among others), as well as training on their use and maintenance for 3 members of the CIC. Preventive maintenance and replacement evaluation once a year, with corrective maintenance within owners' responsibility.

Implementation term

- Construction and operation phases.

Indicators

- Solar energy systems installed.
- Maintenance Records
- 1 commitment compliance report

Verifiers

- Meeting minutes.
- Delivery and/or compliance records.
- Photographic record.
- Technical datasheets
- Training reports and evidence , Annual maintenance records

6. Delivery of Water Accumulators

Objectives

Assist in maintaining adequate storage of water resources for the benefit of families and their proper use in each of their activities.

Activities

- Coordination on the round table.
- Delivery of water storage tanks.

Implementation term

- Construction and operation phases.

Indicators

- Round table meetings.
- Number of water storage tanks delivered.

Verifiers

- Meeting minutes.
- Delivery or receipt records.

Responsible

- Social Management Area.

3. Local Labor and Female Labor Hiring Plan

In Chapter 14 of the Fenix Gold Project EIA, the Company analyzed the connection between the Project's actions and the development plans of both the Atacama Region and the Colla Indigenous Communities (PLADECO) and identified that the Project will strengthen the regional and community productive chain through job generation. For the fulfillment of this declaration and voluntary commitment assumed by the Company, two plans will be worked on:

1. Local Labor Hiring Plan

Objectives

Promote and prioritize, under equal conditions, the hiring of labor residing in the Municipality, province, and local region, through contractors, if the appropriate qualification conditions exist for each position.

Implement actions that promote and prioritize local hiring.

Activities

- Define the concept of a local worker (who is considered a local worker), define skilled and unskilled positions.
- Identify and define internally in the Project the positions and job profiles that will be required by the local population.
- Ensure, in coordination with the Contracts and Legal Areas, that the obligation of local hiring is part of the contract documents signed with the Project's contractors.
- Hold meetings with the Municipal Labor Information Office (MLIO) and National Training and Employment Service - SENCE in Copiapó.
- Meetings with educational entities of the localities (higher education centers).
- Inform the Municipality of Copiapó of the number and profiles required for the various positions of the Project.
- Collect information from the Municipality of Copiapó on the workers that are included in its database.
- Share with the contractors the information of local workers to be prioritized.
- Implement a mechanism of prioritization, recording, and reporting of local hiring, both for the Company and for the contractors.
- Analyze the levels of local hiring of the Project in a monthly basis.

- Issue an annual report of local hiring of the Project.

Implementation term

- Construction, operation, and closure phases.

Indicators

- % Number of local workers in the Project.
- % Of local workers VS local workers.
- Reports from contractors on the number of local personnel hired.

Verifiers

- Copy of bidding documents where local hiring is established.
- Meeting minutes with the MLIO.
- Meeting minutes with higher education centers.
- Monthly reports from contractors.
- Annual report on local hiring.

Responsible

- Social Management Area, with the support of the Contracts Area, Construction Area, Human Resources Area.

2. Female Labor Hiring Plan

Objectives

Promote female hiring both among contractors and Fenix Gold.

Activities

- Internal definition of percentages and projections of female hiring in the Project.
- Define and implement incentives in the bidding documents for those contractors that demonstrate greater equity in hiring between male and female workers.
- Implement a zero-tolerance policy for sexual harassment.
- Incorporate a complaint mechanism that categorizes all cases of harassment as high risk, demanding immediate attention.

Implementation term

- Construction, operation, and closure phases.

Indicators

- Number and percentage of women working in the Fenix Gold Project.
- Number and percentage of women vs the total number of workers in the Project.
- Monthly reports from contractors.
- Annual report on female hiring in the Fenix Gold Project.

Verifiers

- Copy of bidding documents where female hiring is established.
- Annual report on female hiring in the Fenix Gold Project.

Responsible

- Social Management Area, with the support of the Contracts Area, Construction Area, and Human Resources Area.

3. Technical-Professional Internships for Students from Copiapó.

Objective

Create opportunities to contribute to the education and development of young people in the Municipality of Copiapó.

Give opportunities for young technical or professional graduates from educational institutions in Copiapó, so that, based on their academic merits, they can develop their internships in the Fenix Gold Project.

Activities

- Identify the careers related to the Project's needs, according to its phases.
- Fenix Gold will offer 6 technical-professional internships each year to the Municipality of Copiapó.
- Establish a selection and qualification mechanism for applicants.
- Define deadlines according to current national regulations.

Implementation term

- Construction and operation phases.

Indicators

- Number of trainees hired.

Verifiers

- Copies of technical-professional internship contracts.
- Internship completion reports from Fenix Gold or contractors.

Responsible

- Social Management Area in coordination with the Human Resources and Contracts Areas.

4. Local Supplier Service Provision Plan.

In chapter 14 of the EIA, regarding the Project's connection with regional, municipal, and community plans, Fenix Gold intends to contribute to the dynamism of the region's economy. To this end, it will prepare a Local Supplier Service Provision Plan, developing virtual and direct channels that allow it to interact with the owner and provide services that may be required according to the Project's needs.

Objectives

Contribute to the dynamism of the region's economy.

Activities

- Develop a local supplier matrix in coordination with community and municipal authorities.
- Identify services or goods that can be provided by local businesses.
- Define standards, requirements, quality, and price to manage local expectations and ensure effectiveness for the Project.
- Provide support or guidance to local businesses during quotations or biddings processes to prioritize hiring.
- **Implementation term**
- Construction, operation, and closure phases.

Indicators

- Number of local suppliers participating in bidding processes.
- Number of contracts with local suppliers.

Verifiers

- Procedure for hiring and preference for local suppliers.
- Total invoiced amount by local suppliers.
- Annual report on local supplier hiring.

Responsible

- Contracts Management Areas.