

Social Responsibility Policy

MUM Industries is committed to respecting people, the environment, and communities in our global operations.

We are committed to conducting our activities in accordance with applicable laws and with respect for human rights, informed by guiding principles on Business and Human Rights and consistent with the declarations of Human Rights.

We expect our suppliers and subcontractors to perform their business while respecting and honoring individuals and their human rights. MUM Industries' Code of Business Conduct and Ethics provide further guidance.

People

MUM Industries is committed to treating every person with respect and dignity. Our commitment to people focuses on:

- Protection of the health and safety of our workers.
- Promotion of training and development opportunities and a diverse and inclusive workforce.
- Provision of quality work conditions that comply with all applicable labor laws and the rights to work, including labor principles related to freedom of association, nondiscrimination, and prohibition of forced labor, human trafficking, and child labor.

Our commitment to people also includes fostering a safe and secure environment at our facilities and sites to protect people and assets. Our engagement with public and private security forces is consistent with the spirit of the principles on human rights.

Environment

MUM Industries is committed to reducing our impact on the natural environment, using materials and resources efficiently, and complying with applicable environmental laws and permits. Our sites utilize environmental management plans and have a commitment to our environmental awareness.

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Community

MUM Industries is committed to respecting the communities where we live and work. Our sites carry out this commitment through:

- Assessment and management of social risks and impacts.
- Opportunities for local social and economic development.

Where potential impacts to indigenous peoples exist, our company works to respect the rights of indigenous peoples through site-specific strategies that address:

- Consultation and meaningful engagement.
- Opportunities for training, employment, and supply chain participation.
- Cultural awareness training and cultural heritage management processes.

Responsibilities

This policy is the responsibility of all employees globally. Should a conflict exist between this policy and local requirements, our company leadership will use guiding principles on Business and Human Rights as a model for decision-making and consult the Corporate Development office to ensure legal requirements are met.

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