

## Major Drilling Human Rights Policy

Policy Effective as of  
June 15, 2021  
(Revised February 27, 2024)

As a responsible services contractor to the mineral drilling industry with global operations, Major Drilling is committed to respecting and observing all human rights, as set out in the Universal Declaration of Human Rights; and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Major Drilling is committed to carry out our business through following the highest standards of business ethics and social behaviour, and has implemented a number of policies and procedures that outline how it expects these standards to be achieved, including:

- [Code of Ethics and Business Conduct](#) and accompanying [3rd party Whistleblower program](#)
- [ESG Policy](#)
- [Anti-Corruption Policy](#)
- [Diversity Policy](#)
- [Health, Safety, Environment and Community \(HSEC\)](#) standards and procedures

Respecting the fundamental freedoms and human rights of our workers and the communities that could be impacted by our activities is the bedrock of our social responsibility efforts. We recognise, respect and abide by all applicable labour, child labour, modern slavery and employment laws, and we require that our suppliers meet the same standards. These include prohibitions on child labour, forced labour, discriminatory behaviour, human trafficking and all forms of modern slavery, as well as recognition of the rights of freedom of association and collective bargaining.

### **The Role of Our Stakeholders**

We ask that whether you are an employee, contractor, supplier or other stakeholder in our business, you take ownership of this policy and ensure that you and others continue to foster its successful implementation. It is through adhering to this policy that we will become a better and more sustainable company and corporate citizen.

A handwritten signature in black ink, appearing to read "K. Keating".

Kim Keating  
Chair of the Board

A handwritten signature in black ink, appearing to read "Denis Larocque".

Denis Larocque  
President and Chief Executive Officer