

# Human Rights Policy

Effective Date: June 15, 2021

Last Revised: March 5, 2025

## Introduction

As a responsible services contractor to the mineral drilling industry with global operations, Major Drilling Group International Inc. (“**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.

## Policy

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 we expect these standards to be achieved, including:

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

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.

In the mining industry, it is typically the mine owners and operators, particularly those with operations in or near local communities, that have direct legal obligations and responsibilities related to obtaining and maintaining a social license to operate, and to

undertake community impact assessments prior to commencing operations in new areas. In alignment with our commitment to human rights, we are committed to actively collaborating with our clients to respect and uphold the rights of Indigenous peoples including recognizing their cultural heritage and traditions, even where we are under no legal obligation to do so.

## 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.



Kim Keating  
Chair of the Board



Denis Larocque  
President and Chief Executive Officer