



SUSTAINABILITY POLICY

Purpose & Objectives

Collective Mining Ltd. (“we”, or the “Company”) firmly believes in the value of promoting safe operations and strong environmentally and socially responsible standards and practices and to minimize impacts from our activities to ensure our projects create value and share it with the Company’s stakeholders in the future. Thus, sustainability is a strategic area of our business, and it is integrated in every aspect of our operations which are guided by the following:

- We are guests in the territory that welcomes our operations, and as such, we behave accordingly, respecting human rights, cultures, traditions, customs and values of those impacted by our activities.
- We build trust with our stakeholders through timely, transparent and respectful communication and engagement.
- Natural resources are a cornerstone of our Company’s purpose, therefore we apply advanced operational standards and responsible environmental stewardship in accordance with the principles of sustainable development.
- We believe in developing projects collectively, therefore we seek to involve our stakeholders into our corporate purpose, as well as our environmental and social practices.

This Policy requires all employees and contractors to comply with the Company’s Code of Business Conduct and Ethics, as well as our Health, Safety and Security Policy.

Commitments

Through this Policy we are committed to:

Operational Excellence

- Implement advanced operational standards in our activities.
- Provide appropriate training for all employees on efficient and safe ways to perform their duties.
- Ensure that effective controls, tools and technologies are in place to minimize and mitigate identified risks.

Environmental Stewardship

- Anticipate and identify environmental risks to develop control, mitigation and/or elimination methods.
- Implement emergency and crisis response plans to address possible impacts of unforeseen events.
- Promote water and energy efficiency initiatives in our operations, and in our area of influence to conserve natural resources and protect biodiversity.
- Rehabilitate impacted areas to their original conditions.

Stakeholder Engagement





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- Build a relationship with our stakeholders based on trust through timely, open and transparent communication.
- Enforce meaningful partnerships to enhance positive development outcomes in the communities where we operate.
- Seek mutually beneficial outcomes in our decision making such that we contribute to sustainable development.
- Respect and preserve diversity, cultural heritage and local tradition and recognize the individual and collective rights of ethnic minorities.
- Promote local mining involvement into legal activities and/or alternatives to their operations.
- Contribute to local and regional economic development by prioritizing locally sourcing of goods and services.
- Respect human rights as defined in the United Nations Universal Declaration of Human Rights and in the Voluntary Principles on Security and Human Rights.

Governance Matters

- Promote leadership, personal commitment and accountability to this Policy from all employees and contractors.
- Ensure sufficient resources are allocated to implement and manage these commitments.
- Measure and verify our performance periodically.
- Strive for continuous improvement by setting objectives, measuring results against those targets and recognizing and rewarding performance.
- Comply with our internal policies, Code of Conduct and Ethics, with the local laws and regulations as well as other well recognized industry practices.

Our Sustainability Policy is communicated to all employees and contractors and it is available to all stakeholders through our intranet and website, as well as at our operations and offices.

Adoption

This policy was adopted by the Board effective March 10, 2022.



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