

MODERN SLAVERY STATEMENT

WHAT IS MODERN SLAVERY?

Modern slavery is an international crime affecting millions of people around the world. This growing global issue transcends age, gender and ethnicities. It includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing. The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slave or human trafficking is not taking place in its supply chain.

OUR ORGANISATION

Hummingbird Resources plc is a mining company with two highly prospective gold projects in West Africa. Founded to explore, develop and produce world-class assets in 2005, we were listed on the London Stock Exchange (AIM:HUM) in December 2010 and have since grown its global resource inventory significantly, from an initial 0.8Moz to 6.2Moz of gold across West Africa.

This statement describes the steps that we have taken to date towards seeking to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

OUR POLICY

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business, and we will ensure:

- our values, which will be embedded throughout our business, set the standards for how we expect our people to behave with colleagues, clients and the world at large;
- to treat everyone fairly and consistently and create a workplace and business environment that is open, transparent and trusted;

OUR PROCEDURES

We have adopted *Code of Conduct*, which is based on our core values, provides guidance as to how the Company and its associated companies, employees and business partners should operate. Along with the *Code of Conduct*, we have adopted a number of policies at the Group level, aiming to minimise the risk of modern slavery occurring in our business or supply chains. These include:

- *Whistleblowing Policy*, which encourages employees to report concerns;
- *Human Rights Memorandum*, which demonstrate we respect human rights wherever we operate;
- *Anti-Bribery and Anti-Corruption Policy*, which guides us acting professionally, fairly and with integrity in all our business dealings and relationships;

- *Environmental and Community Policy*, which shows our commitment in undertaking our operations in an environmentally sustainable and socially responsible manner; and
- *Equal Opportunity Policy*, which demonstrates our commitment in promoting equal opportunities in employment.

SUPPORTING OUR PEOPLE

We will help our people to understand more about this growing issue, and will continuously increase awareness, and to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business. We will provide training to relevant members of staff, and all directors will be briefed on the subject.

PERFORMANCE INDICATORS

We are confident that slavery and human trafficking is not taking place in any part of our business or supply chains, because we carry out sufficient due diligence on key suppliers as part of our tender process, and majority of our suppliers provide services at our sites and therefore their activities are visible to our management and employees.

This statement is reviewed and approved by the Board annually. The next review is due in May 2021.

Chief Executive Officer