

2022 United Nation Global Compact COMMUNICATION ON PROGRESS

July 2021 – August 2022





STATEMENT OF THE GENERAL MANAGER



Salta, October 18, 2022

To our stakeholders:

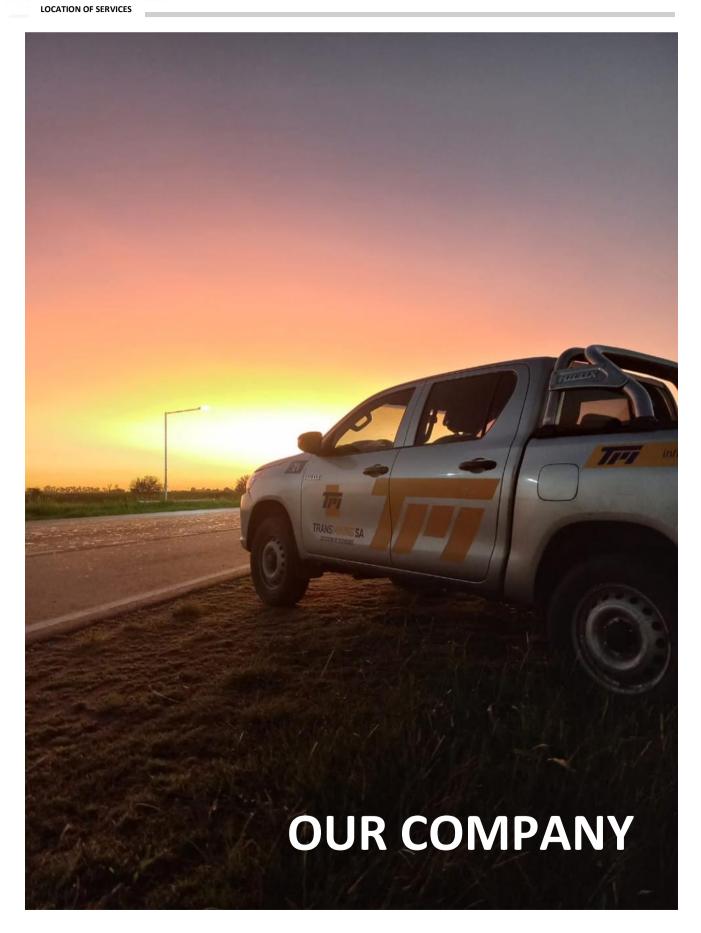
I am pleased to confirm that TRANSMINING S.A. reaffirm its support for the Ten Principles of the United Nations Global Compact in the area of Human Rights, Labor, Environment and Anti-Corrupcion.

In this annual Comunication on Progress, COP, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to sharing this information with our stakeholders through our main communications channels.

Sincerely,

PABLO O. SPIESS SOCIO ACCIONISTA TRANSMINING S.A. CUIT 30-71702533-0







TRANSMINING S.A is a company created with the objective of providing sustainable support to the mining development of the country. We have extensive experience in the development of Mining and Oil projects.

We work with a Network of Companies, with a vast experience in Mining and Oil, verifiable. We promote the growth of the Country, we provide direct support to Mining Companies, Supplier Companies and we also support the growth of suppliers from the different communities



OUR VISION

We work in view of a SUSTAINABLE Mining, we believe that everything is part of our day-to-day work, respecting the rules of coexistence, the Safety and Hygiene rules and the Environmental Rules, for a Responsible Mining.

Our Clients are the most important value along with Our staff, as key tools for our development.

Members of numerous Argentine chambers





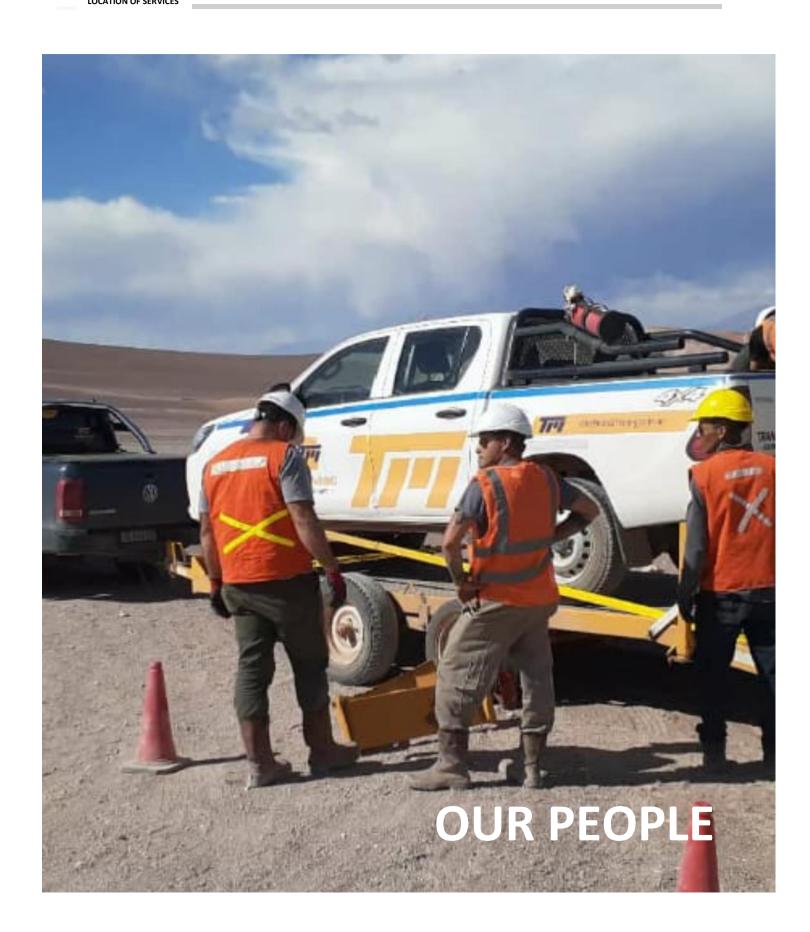


Member of the Argentina Global Compact Network

The Board of Directors of the Global Compact Network is the corporate governance of the initiative in the country. Their job is to provide strategic leadership to the initiative on issues related to the implementation of the Global Compact Principles and the activities of the network; promote the adherence of organizations to the initiative either through their value chain or through business partners; participate in the meetings planned for the year, as well as approve and monitor the Annual Plan of activities.











TRANSMINING S.A is a company created with the objective of providing sustainable support to the mining development of the country.

Our people are a fundamental part of carrying out daily activity and achieving organizational objectives.

Without Human Resources it is impossible for the company to survive, and this is the starting point on the basis of which we develop our HUMAN RESOURCES POLICY.

It is always necessary, moreover, that the collaborators share the company's Values, and work in accordance with them, in order to reach, together, to achieve the general goals and also do it in the best way.

Our Human Resources Policy establishes the guidelines and protocols for action and behavior with respect to all the people involved in each of the processes, outlining minimum and universal standards with respect to all the company's resources.

All our Policies and procedures are aimed at guiding how the different tasks and activities should be carried out within the company, and serve as support to solve the different problems or unforeseen events that may arise at a given time.

Fundamentally, these policies are aimed at compliance with all Labor Legislation as a priority, and being this a company with multiple services, we must adapt the application of all regulations, Contracting modalities, Salary Settlement and all comprehensive management of people. to each sector and its own needs and particularities.

In relation to the incorporation of personnel, it is carried out through processes that are fully standardized and pre-established, so that they are clear, clean and transparent.

Regarding the Remuneration policy, it is regulated, according to the job position and the tasks assigned under its responsibility and is adequate and periodically reviewed.

There are also procedures for queries and claims of any kind by employees, establishing deadlines for their resolution or to receive a refund of what has been observed.

The staff has the following mailbox for communication: sebastian.romano@transmining.com.ar

Health and Safety

The Prevention of Quality of Life and Safety of both its workers and the entire community is a priority aspect of Transmining's HyS management.

TRANSMINING SA LOCATION OF SERVICES

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Our Health and Safety policy is based on the following principles:

- Compliance with the legal regulations in force in the country on Prevention of Occupational Risks.
- Protection and maintenance of the physical and mental well-being of all workers, through promotion and prevention activities, seeking to minimize work accidents and occupational diseases.
- Preparation of accident statistics, considering frequency and severity indices
- Investigate accidents at work, taking corrective measures to prevent their recurrence.
- Provide workers with all the personal protection elements necessary for their tasks.

Our Health and Safety team is dedicated to the application of measures, the measurement of accident rates and the development of the necessary activities for the prevention of risks of professional illnesses and accidents derived from work. Among its activities are:

- Delivery of personal protection elements.
- Awareness campaigns and staff information about Covid-19.
- Training and induction for new staff.

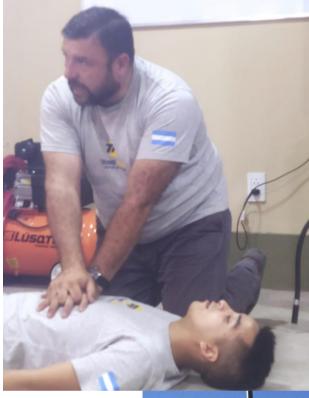
In addition, they work to identify the main risks with actions related to:

- Evaluation of physical and environmental risks.
- Safety observations in the workplace.
- Vehicle control with its corresponding registration.
- Emergency procedure.
- Accident investigation procedure.
- Hazard identification procedure.
- Occupational hygiene and safety risk assessment.

Part of the task of the Department of Health and Safety consists of eliminating, mitigating or reducing the probability that the company's collaborators will be affected by various risks to which they are exposed. In order to ensure the safety of the personnel, a training program is carried out annually with topics related to:

- Basic Notions of Hygiene and Safety
- Risk analysis
- Hand care
- Covid-19
- Use of hand tools
- First aid
- Order and cleanliness (classification of waste) Fire, emergency drills.
- Defensive driving
- Manual lifting of loads.
- Self-care.
- Emergency procedure.
- Work at height.
- · EMS system.





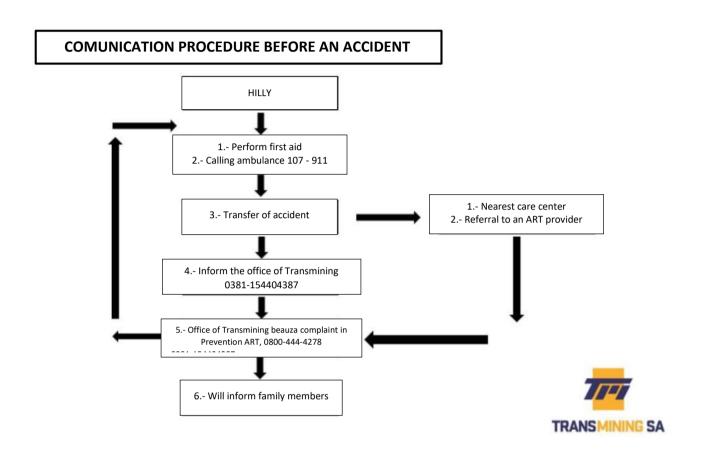
Fire drills and CPR trainings are some of the examples of training practices conducted with staff.





We focus on creating safe work environments for our people.

This responsibility drives us every day to generate a preventive culture that encourages compliance with the obligations and commitment of each one, with the ultimate goal of allowing us all to return to our homes healthy and safe.



Accident rate

Due to the work that has been done from the area of Safety and Hygiene to eliminate, mitigate or decrease the probability that employees of the company are affected by various risks to which they are exposed, we are proud to announce that we have 0 (zero) incidents and accidents in our history as a company, giving us an accident rate equal to zero.

TRANSMINING SA LOCATION OF SERVICES

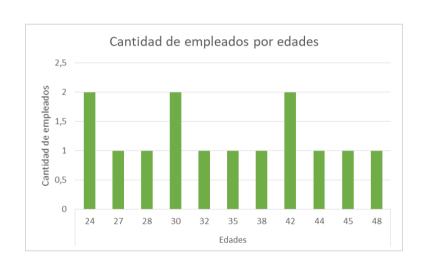
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For our company, the following premises are important to guarantee a healthy and decent work environment that allows the development of our people, that is why:

- We guarantee that the company does not participate in any form of forced or compulsory labor practices.
- Our employees are free to join the union.
- Our employees enjoy health coverage.
- Receive an annual production bonus
- Corporate telephony.
- Travel allowances.
- Christmas box.
- Maternity and paternity leave.

We guarantee that children do not work, since we respect the hiring age declared in the relevant laws, which is 18 years and older. We work hard on the Prohibition of Child Labor, on taking action and control measures to prevent it and raise awareness about it as well.

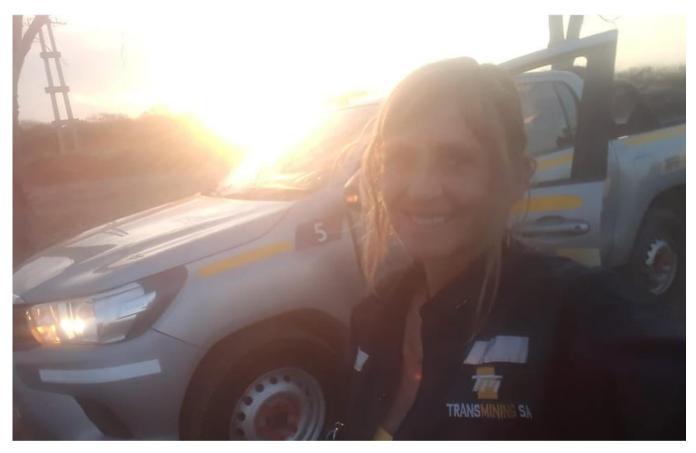


- There is a mechanism for receiving complaints and/or claims.
- We have an email address for receiving complaints and they are handled with total confidentiality.
- We abolish any manifestation of verbal, physical or psychological violence.

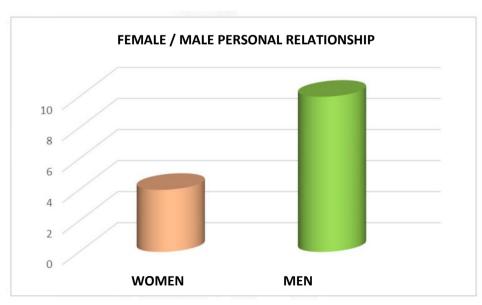




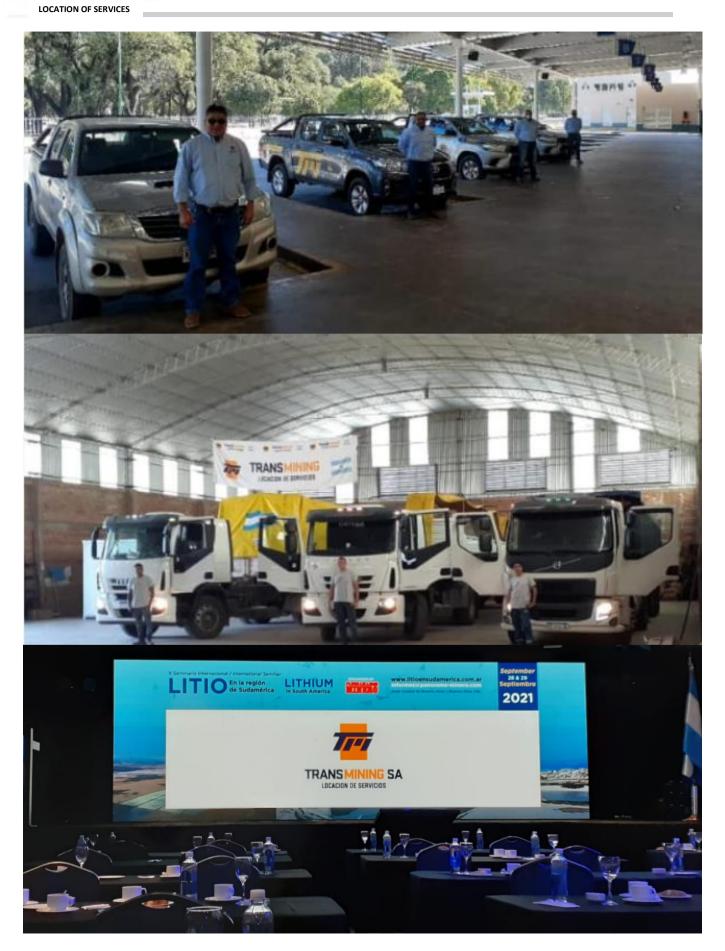
Workplace environment



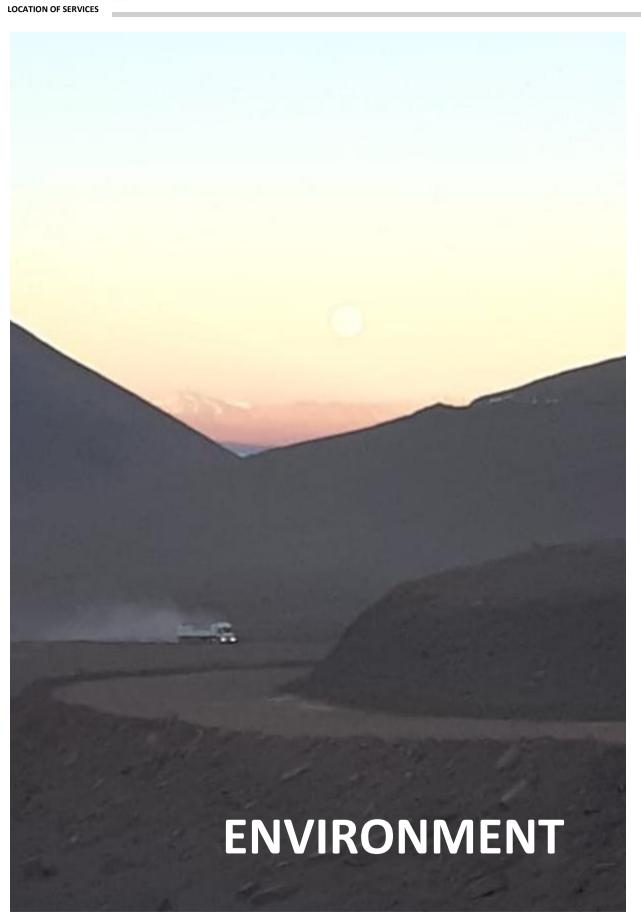
We have female personnel who are working in different areas, who work as equals with their male counterparts. With this, the company is training both men and women with the same learning opportunities, promoting qualified positions, especially for women.















In Transmining we have a primary commitment to the environment and continuous improvement is a motto that is practiced every day. In the development of our activities, a fundamental aspect, within the company's business strategy, is the contribution to the conservation of natural resources and sustainable development in the areas in which we operate.

In order to meet our sustainability objective, as members of the Argentina Global Compact Network, we are working on the implementation of actions aligned with the 17 United Nations SDGs and the 10 principles of the Global Compact.

The company's sustainability plan is based on a transversal program throughout the organization that is based on two fundamental pillars: Caring for the environment and its relationship with the community, thus establishing the line to follow.

The concept is based on the development of our activities, in a way that respects the environment, also focused on socially fair development.

The company has a Safety, Hygiene and Environment policy that establishes the company's commitment to carry out its tasks in order to comply with national legislation regarding the environment, prevent environmental pollution and seek the development of our activities. sustainable way.

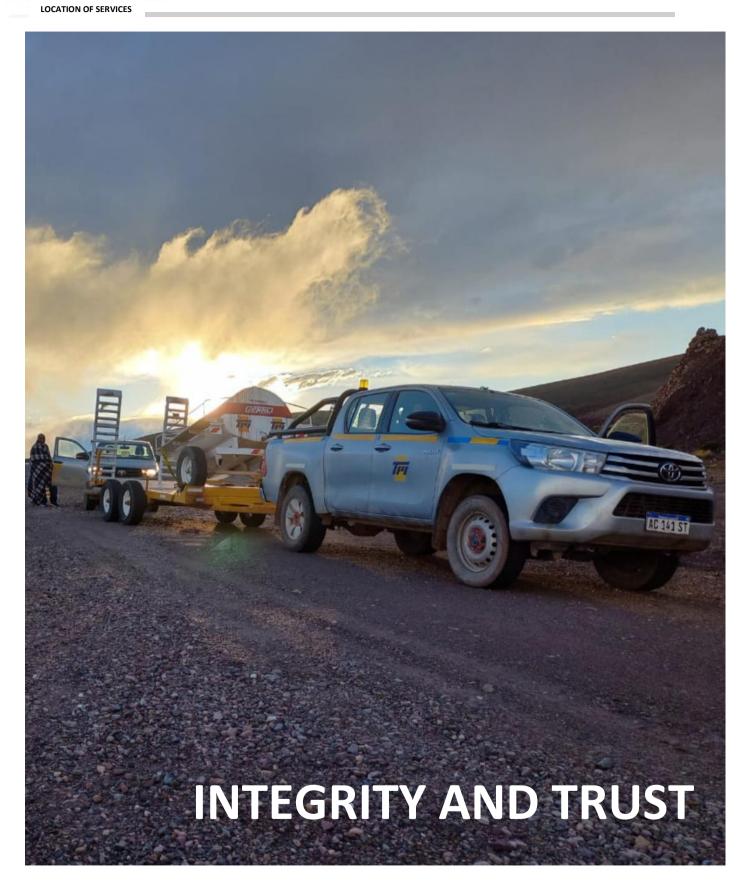
The company is working on the implementation of a waste management system, which will be disseminated through training to all staff.

The maintenance of our fleet and equipment is outsourced, so the management of hazardous waste is carried out through the workshops in charge of said maintenance.

Waste from offices is managed as waste that can be assimilated to RSU and its removal and disposal is carried out by the municipality of Salta.

The spill control procedure establishes the basic rules to prevent and control spills of chemical products that may take place in our operations and/or activities.









Anti-corruption

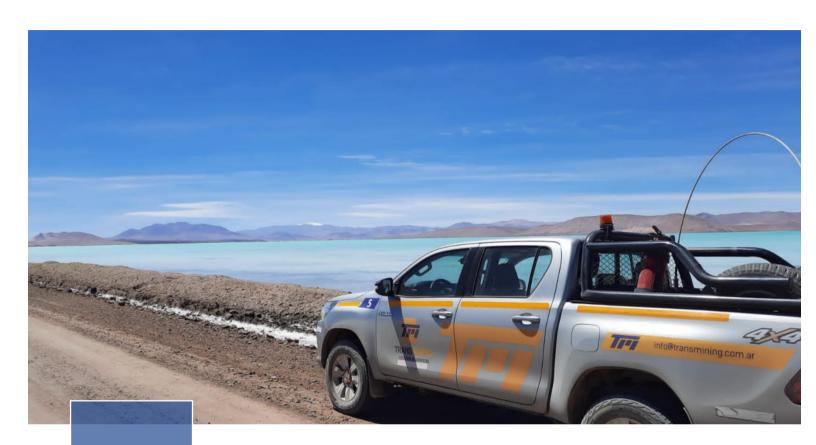
We are committed to conducting our activities in compliance with all applicable laws, rules and regulations and in accordance with the highest ethical standards. As our industry evolves, our values continue to serve as pillars that provide the foundation for all of our actions. These values express who we are, how we behave and what we believe.

For us, integrity is one of the fundamental values and guides our actions in an ethical manner, with respect and rectitude. This is how the need arises to generate a document that establishes the guidelines that guide our daily actions, aligned with the Company's Strategic Approach. This is the origin of our Code of Ethics.

In order to protect the fair, open and impartial development of the services, promote the construction of integrity and honesty, prevent commercial bribery and unfair competition, and protect the legitimate rights and interests of all parties, we undertake the following commitments:

- 1. Strictly perform the pertinent responsibilities agreed upon in the contracts entered into
- 2. Adhere to the principles of integrity and honesty, uphold the code of business and professional ethics, and resolutely resist corruptible and dishonest behavior.
- 3. Failure to provide or accept property, valuables, or other property rights, travel, fitness, entertainment, and other activity arrangements.
- The company has a supplier evaluation process that reflects their degree of alignment with company policies regarding quality services. The latter is in turn in line with customer requirements.
- The company has a complaints email and its corresponding procedure, to anonymously receive
 complaints in this regard to follow up, through a committee, on the suggestions, claims or
 acknowledgments that have been sent by this means or said verbally, in order to resolve suggestions,
 conflicts, claims or complaints from all company workers, communities and other stakeholders.





TRANSMINING S.A.

www.transmining.com.ar