

# BUSINESS ETHICS AND INTEGRITY



*At Grande Cote Operations SA, we believe that our performance as a mineral sand mining company relies on staying true to our Core Values of Sustainability, Integrity, Teamwork, High Performance and Continuous Improvement.*

*We recognise that business ethics and integrity are a reference to moral values that guide our actions and relationships with others and are applicable to all persons (employees and business partners) conducting business for, or on behalf of, GCO.*

This reference establishes a set of moral principles of good business conduct that prohibits:

- **Personal and/or unfair enrichment;**
- **Complacency motivated by opportunistic aims;**
- **Unfair infringement of individual or collective interests in the light of sound and fair competition rules;**
- **Non-compliance with respect to the legislation guiding the exploitation of mineral resources in Senegal; and,**
- **Implementation of any operational mechanism likely to create serious violations of universally recognized human and/or social rights.**

Business ethics and integrity are the foundation for transparency, trust and accountability of our employees and business partners.

The specific and binding rules of the TiZir Group governing business ethics and integrity apply equally to cases initiated by GCO and/or the individual behavior of its employees.

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