

MODERN SLAVERY STATEMENT

RENEX[®]
RENEX EXPLORATION COMPANY

MODERN SLAVERY STATEMENT

RENEX[®]

INTRODUCTION

RENEX Exploration Company ("RENEX," "we," "us," or "our") is committed to preventing modern slavery and human trafficking across all aspects of our business and supply chain. This Modern Slavery Statement outlines our stance on modern slavery and the proactive steps we take to address any associated risks in our operations and partnerships. We are dedicated to respecting human rights, maintaining fair labour practices, and promoting ethical conduct in all that we do.

OUR COMMITMENT

At RENEX, we maintain a zero-tolerance policy towards modern slavery in any form, including forced labour, child labour, human trafficking, or debt bondage, across all business operations and supply chains. We strictly adhere to relevant laws and regulations in Canada, South America, and any other regions where we operate, ensuring our actions align with international standards against modern slavery and human trafficking.

RISK ASSESSMENT AND DUE DILIGENCE

To identify and address potential risks related to modern slavery, we conduct comprehensive risk assessments of our operations and supply chains. Our due diligence process includes regular evaluations of suppliers and contractors to ensure they meet our standards and comply with anti-slavery principles.

SUPPLIER AND CONTRACTOR ENGAGEMENT

We expect our suppliers and contractors to uphold our commitment to eradicating modern slavery and to comply with all applicable laws. RENEX communicates these expectations clearly to all business partners, requiring them to confirm adherence to anti-slavery regulations as part of our engagement.

EMPLOYMENT PRACTICES

RENEX promotes fair and ethical employment practices, ensuring all employees are treated with respect, have equal opportunities, and receive fair compensation. We uphold the rights of our workforce, including the rights to freedom of association and collective bargaining.

TRAINING AND AWARENESS

To empower our employees and business partners with the knowledge to recognize and address modern slavery risks, we provide training and awareness programs. This education encourages proactive identification and reporting of any potential modern slavery incidents.

REPORTING SUSPECTED MODERN SLAVERY

We encourage all employees, contractors, suppliers, and stakeholders to report any suspected cases of modern slavery or human trafficking. Reports can be made confidentially, and we are committed to protecting whistleblowers from any form of retaliation.

CONTINUOUS IMPROVEMENT

RENEX is dedicated to continuously enhancing our efforts to combat modern slavery. We regularly review and update our policies, procedures, and training initiatives to align with evolving best practices and legal requirements.

COLLABORATION AND TRANSPARENCY

RENEX collaborates with industry partners, governmental bodies, and non-governmental organizations to combat modern slavery and to share best practices across the industry. We are committed to transparency in our actions and regularly disclose relevant information to our stakeholders.

COMMUNICATION OF THIS STATEMENT

This Modern Slavery Statement is published on our website and communicated to all employees, suppliers, and contractors. We encourage stakeholders to review this statement and join us in the commitment to eradicate modern slavery across all areas of our operations and influence.

