



AMERIGO RESOURCES LTD.

DIVERSITY, EQUALITY AND INCLUSION POLICY

Approved by the Board of Directors:

August 9, 2021

INTRODUCTION

Amerigo Resources Ltd. (the “**Company**”) and its subsidiaries (collectively, “**Amerigo**”, “**we**” or “**our**”) are committed to diversity, equality and inclusion in the workplace. We believe that maintaining a high-quality workforce requires that diversity, equality and inclusion are core to our culture and ensures that our employees represent the communities that we serve.

We recognize and value the benefits from respecting diversity. Amerigo strives to meet and exceed all stakeholder expectations by embracing diversity, helping to broaden skill sets and experiences, access different outlooks and perspectives, facilitate higher employee engagement and benefit from all available talent. We acknowledge and condemn prejudice and bias, both conscious and unconscious, that has historically disadvantaged certain groups in the global workforce. As part of this commitment, we will work to identify and correct inequities and eliminate any prejudices and biases that may unconsciously exist within our organization.

SCOPE

This Diversity, Equality and Inclusion Policy (“**Policy**”) outlines the procedures and guidelines to be followed in relation to managing diversity throughout Amerigo, including at the Company’s board of directors (“**Board**”) level and extending to its non-executive directors, as well as full-time, part-time and casual management, employees, contracts, consultants and advisors of Amerigo.

Amerigo is committed to building and fostering a fair and inclusive workplace. We welcome the diversity of all employees, stakeholders and external contractors. The purpose of this Policy is to create an environment that respects everyone's dignity, ideas and beliefs thereby ensuring equity and diversity in employment. We will demonstrate this commitment by providing a supportive work environment and a corporate culture that welcomes and encourages equal opportunities for all employees.

In furtherance of this commitment, all actions relating to people with regards to hiring, compensation, promotion, benefits, job assignments, transfers, employee programs or Amerigo-sponsored events will be taken without regard to race, colour, creed, religion, sex, gender identity, gender expression, family status, age, language, disability or national origin.

EFFECT AND APPLICABILITY

Amerigo does not condone engagement in actions that would violate any anti-discrimination, equal employment or other laws and regulations. Amerigo is committed to best efforts; however, it recognizes local legislation, traditional and or cultural circumstances may inhibit the full implementation of this Policy.



Employees, management and directors will be recruited and promoted based upon a meritocratic basis upon their qualifications, abilities and contributions.

GUIDELINES

Amerigo is committed to ensuring equality, diversity and inclusion in the workplace and will advance this standard through the following four (4) principles:

- 1. Workforce Equality:** Provide the same access to programs, services, opportunities, promotions and facilities to all employees, regardless of race, colour, creed, religion, sex, gender identity, gender expression, family status, age, language, disability or national origin, at all times in accordance with applicable laws in the jurisdictions in which we operate;
- 2. Workforce Diversity:** Recruit from a diverse, qualified group of potential applicants to secure a high performing and distinct workforce drawn from all segments of landscape at all times in accordance with applicable laws in the jurisdictions in which we operate;
- 3. Workplace Inclusion:** Cultivate an inclusive workplace that encourages collaboration, flexibility and fairness to enable individuals to contribute to their full potential, engagement and retention; and
- 4. Sustainability and Accountability:** Develop structures and strategies to equip leaders with the ability to manage and develop talent through a diversity lens with an aim of promoting a culture of inclusion in keeping with Amerigo's sustainability goals and commitments.

Amerigo will meet the above principles by focusing on the following areas:

- 1. Building Leadership and Accountability:** It is senior management's responsibility, while reporting to the Board, to create a diverse workplace that is inclusive, free of bias and equal in opportunity. We are committed to maintaining a diversity, equality and inclusion framework aimed at ensuring the recruitment, retention and advancement of the highest quality workers representing all races, genders, orientations and ethnic backgrounds. We strive to maintain a framework that includes proactive outreach to promote hiring from groups traditionally under-represented in our workforce;
- 2. Talent Management and Succession Planning:** We will ensure our workplace is inclusive, respectful, fair and equitable to attract, support and retain a skilled, talented and diverse workforce by recruiting and retaining a qualified workforce. By valuing a diverse workforce, Amerigo is committed to hiring practices that are fair and equitable;
- 3. Fostering an Inclusive Workplace:** We will communicate the value, benefits and commitment of workplace culture and ensure our company values are aligned and supportive of a diverse, equality based and inclusive workplace;
- 4. Training and Development:** Training and development is a critical component of Amerigo's diversity, equality and inclusion framework, both in promoting the retention and advancement of employees, and also to raise awareness and ultimately eliminate unconscious biases and prejudices that may exist within the organization. Through sensitivity training and education, we



will promote an environment where all social, economic, environmental and workplace matters within Amerigo are managed constructively, free of prejudices and biases. We will create opportunities for mentorship, learning and opportunities for employees to showcase their skills and rise to more senior skilled and leadership roles; and

- 5. Communication:** Open and honest communication is critical to the success of Amerigo's diversity, equality and inclusion framework. We are committed to regular and consistent communication from senior management to our workforce, and to also providing employees with direct communication channels with Amerigo's leadership as well as to each other to express views and share ideas. A key priority will be to share successes in support of diversity, equality and inclusion throughout Amerigo, as well as, to raise matters where success has not been achieved and where action is needed – without judgment and in a spirit of continuous improvement.

BOARD AND MANAGEMENT RESPONSIBILITIES

Board Responsibilities

The Board is committed to best efforts of fostering a diverse workplace environment where:

- Individual differences and opinions are heard and respected;
- Employment opportunities are based on the qualifications required for a particular position at a particular time, including training, experience, performance, skill and merit; and
- Inappropriate attitudes, behaviours, actions and stereotypes are not tolerated and will be addressed and eliminated.

The Board will proactively monitor Amerigo's performance in meeting the standards outlined in this Policy. This will include an annual review of any diversity initiatives established by the Board, and progress in achieving them.

The Board will consider diversity in the selection criteria of new Board members. In particular, it will maintain that at least 25% of the Board is comprised of women.

Management Responsibilities

Management of the Company is charged with the responsibility of implementing this Policy, achieving diversity initiatives determined by the Board and reporting to the Board on the progress toward achieving such diversity initiatives. Management is therefore responsible, to the extent of best efforts, for recruiting and fostering a diverse, equal and inclusive culture in the workplace.

Management will promote a work environment that values and utilizes the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.

Management will endeavour to maintain that at least one woman will occupy a senior executive officer position in the Company.

REPORTING

In each Annual Report or Proxy Management Circular, the Company will disclose the measurable initiatives for achieving diversity set by the Board in accordance with this Policy and the progress towards achieving them. Amerigo believes promotion of diversity is best served through careful consideration of



all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of needs without focusing on a single diversity characteristic and, accordingly, has not adopted specific diversity goals.

CHANGES TO THIS POLICY

The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.
