


MANUAL FOR OPERATION		
Document: TKK2-4	Name of instruction: COBALT SUPPLY CHAIN POLICY	 Jervois Finland Oy
Date: 25.1.2022	Prepared by: Thomas Slotte	
Version: 5	Accepted by: Sami Kallioinen	
		1 (2)

COBALT SUPPLY CHAIN POLICY

1. General

Jervois Finland Oy (JFO) is a downstream producer of cobalt specialty chemicals and metal powders. JFO is committed to operate based on strict safety, environmental and ethical standards as outlined by Jervois Global Ltd.'s (JRV) corporate policies. JFO's Cobalt Supply Chain Policy ("Policy") adopts both JRV's corporate policies as well as the OECD Guidelines for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas. The Policy was developed to meet the stringent expectations of various stakeholders within our sector.

JFO commits itself to manage its cobalt raw material supply chain based on the five steps framework in Annex 1 of the OECD guidelines:

1. Establish strong company management systems
2. Identify and assess risk in the supply chain
3. Design and implement a strategy to respond to identified risks
4. Carry out independent third-party audit of supply chain at identified points
5. Report on supply chain due diligence


Suppliers and their sub-suppliers of cobalt raw materials, cobalt-containing scrap/recycled materials and refined cobalt solutions are expected to conduct their activities and operations in a responsible manner as described in JRV's [Code of Ethics and Business Conduct](#) and [Supplier Standard](#) (appendix).

When our raw material sources are in high-risk areas, we will directly refer to Annex II of the OECD Due Diligence Guidance for our risk management approach. We commit to working cooperatively with organizations and agencies such as the OECD, Responsible Minerals Initiative, and the Cobalt Institute's CIRAF program and relevant industry associations to establish credible and effective processes that isolate and eliminate non-ethical mining, and trade, and allow continuation of legitimate activity in "conflict regions".

2. Definitions

- 2.1 Safety standards refers in general to topics such as safe work environment, safe work practices, process safety, equipment safety, fire safety and emergency plans. Applicable standards are covered by management system such as OHSAS 18001 or ISO45001.
- 2.2 Environmental standards, in general, refer to topics such as emission control, waste and hazardous material handling, environmental protection, energy, and efficient use of natural resources. Applicable standards are covered by management systems such as ISO 14001.
- 2.3 Business and operational ethics refer to the respect for human rights, including prohibiting forced labor, child labor, discrimination, and harassment. The terms also refer to topics

MANUAL FOR OPERATION

Document: TKK2-4	Name of instruction: COBALT SUPPLY CHAIN POLICY	 Jervois Finland Oy
Date: 25.1.2022	Prepared by: Thomas Slotte	
Version: 5	Accepted by: Sami Kallioinen	

2 (2)

including corruption and bribery. Applicable guidelines are defined by OECD guidelines for Multinational Enterprises, OECD Due Diligence Guidance for Responsible Supply Chains, United Nations Guiding Principles on Business and Human Rights, and International Labor Organization (ILO) guidelines and principles.

3. Minimum expectations

- 3.1 Suppliers must comply with all applicable local and international laws and regulations.
- 3.2 Suppliers must demonstrate their intent and strive for high operating standards in the areas of safety, environment, and business ethics.
- 3.3 Suppliers must be able to track and maintain custody of their raw material flow from the mine site to delivered product.
- 3.4 Suppliers must undertake mineral supply chain due diligence and risk management programs consistent with the standards defined in Annex II of the OECD Due Diligence Guidance.
- 3.5 Suppliers must cooperate with JFO to conduct on site evaluations to assess compliance with this policy.

4. Assessment of compliance

- 4.1 Each supplier is assessed to review the level of compliance with this policy and to identify potential risks related to compliance.

5. Non-compliance

- 5.1 A risk management plan will be developed in the event a supplier assessment identifies a reasonable risk that the supplier is not able to meet the minimum expectations.
- 5.2 In the event that a supplier is not willing to adopt a risk management plan or repeatedly fails to mitigate the identified risk as set out in the risk management plan, JFO will reassess the situation to conclude appropriate actions.

Kokkola 25th January 2022



Sami Kallioinen
President

Jervois

Supplier Standard

Jervois Global Limited (“Jervois”) is on a mission to become the leading supplier of responsibly sourced cobalt- and nickel-based materials and related chemical products, and to provide a secure supply to consumers. We are committed to sustainable development for present and future generations. We believe that our ability to deliver on this mission is directly linked to our efforts to responsibly manage business risks and opportunities and fulfill our **sustainability commitments**, within our supply chains.

All our suppliers, vendors, consultants, contractors, and subcontractors (“**Suppliers**”) who provide goods and/or services to Jervois play an essential role by ensuring that our supply chains are socially and environmentally responsible, ethical, and ultimately support broader sustainability aims.

Jervois will do business with Suppliers of goods and services whose business conduct is consistent with our **core values and principles** and who, at a minimum, adhere to the principles outlined in this “**Supplier Standard**” or “**Standard**”. This Supplier Standard is a pre-requisite for a contractual business relationship with Jervois.

This Supplier Standard outlines general requirements for all Suppliers as well as specific conditions related to:

1. Ethical business conduct
2. Human and labour rights
3. Health and safety
4. Social responsibility
5. Environmental responsibility
6. Responsible mineral sourcing

This Supplier Standard applies to all Suppliers who provide goods and/or services to Jervois, including the parent, subsidiaries, and any affiliated entities.

Jervois and designated 3rd parties will oversee and, where applicable, audit implementation of this Standard by our Suppliers. If a Supplier has or is suspected to have violated this Standard, Jervois reserves the right to require corrective actions and/or to take disciplinary action. Depending on the nature and seriousness of a violation, this may include reduced business or termination of the business relationship.

Jervois recognizes the different capacities and resources of our Suppliers and aims to increase local benefits from our activities. When appropriate, we will take measures to build our Supplier’s capacity to comply with the expectations and requirements outlined in this Supplier Standard.

General Requirements

All Suppliers of goods and services to Jervois are required to:

- Designate an executive, supervisor, or other senior staff member to ensure compliance with this Standard and respond to any violation of this Standard in a timely and satisfactory manner.
- Honestly and openly share data and information with Jervois related to compliance with this Standard, including with respect to risks of violation in their business and supply chains and the status of corrective actions.
- Be willing to adopt internal policies and codes of conduct and keep accurate, up-to-date records indicating compliance with all applicable laws and this Standard.
- Ensure a procedure is in place to enable employees and/or subcontractors to freely bring issues, concerns, or complaints to the Supplier’s management without fear of intimidation, retaliations, or reprisal, including any issues related to implementation of this Standard.
- Comply with any other site- or project-specific rules or requirements that may be imposed.

Jervois

All Suppliers are also encouraged to develop internal policies, standards, and procedures to support their continuous improvement in their Environmental, Social and Governance (“ESG”) performance and identify, manage and address related risks in their own operations and supply chains.

1. Ethical Business Conduct

We earn and sustain the trust and respect of our stakeholders by acting with integrity, operating within the letter and spirit of the law, honoring our commitments, treating others with dignity and respect and caring for our environment, ourselves, our coworkers, our families, and host communities.

Our standards and expectations for ethical business conduct, including for our Suppliers, are outlined in Jervois’ [Code of Ethics and Business Conduct](#). These expectations extend beyond those outlined in this Supplier Standard to include issues related to anti-corruption, fair dealing, conflicts of interest, trade restrictions, confidentiality, and intellectual property rights, among others. Behavior reflecting high ethical standards is expected of all directors, employees and others who are bound by our Code of Ethics and Business Conduct, including our Suppliers.

2. Human and Labour Rights

Jervois strives to create inclusive, supportive, and fair working conditions by acting intentionally to ensure our employees, community members, Suppliers and other stakeholders are treated with dignity and respect; by creating diverse, safe and welcoming working environments; and by integrating human rights and fair labour practices in both principle and practice at all levels.

We expect our Suppliers to follow the same practices by respecting all internationally-recognized human rights with particular sensitivity to the rights of indigenous people, women, children, disabled- people and vulnerable groups, including within communities affected by our operations and our supply chains.

We strongly encourage our Suppliers to, wherever feasible, employ, sub-contract and procure goods from local communities affected by our operations, including from indigenous people, women, disabled- people and vulnerable groups within those communities.

Suppliers shall comply with requirements related to the following:

(A) [Free from acts of discrimination, harassment, bullying and other forms of violence](#)

Suppliers shall adopt measures to ensure that their workplaces are free from acts of discrimination, harassment, bullying and similar acts of violence.

This includes:

- Non-discrimination in hiring, promotion, or other employment practices because of age, race, color, religion, creed, national origin, ancestry, ethnicity, sex, pregnancy, gender, gender identity, transgender status, physical or mental disability, including gender-related conditions, alienage or citizenship status, military status, actual or perceived sexual orientation, unemployment status, caregiver status, partnership status, credit history, salary history, or any other characteristics protected by applicable laws.
- Zero tolerance for physical, verbal, or sexual harassment, intimidation or other offensive behaviour that interferes with another’s work environment or creates a hostile work environment. This may include but is not limited to words, signs, jokes, derogatory remarks, gestures, inappropriate physical contact, or other actions intended to harass, intimidate, bully, coerce or extort. This also includes efforts to extort sexual favours in exchange for granting, withholding, or revoking a potential benefit (e.g. a job, promotion, raise).
- Zero tolerance for acts of physical, verbal, or sexual violence, intimidation, abuse, or harassment in communities where we and our Suppliers operate.

Jervois

(B) Child Labour

Jervois prohibits child labour in any aspect of its operations and supply chains. According to the International Labour Organization, child labour includes work that “deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical development” including by interfering with their schooling. Suppliers are required to have a system in place to certify that no underaged workers are employed.

Suppliers of raw materials and raw material related services agree to follow *OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*. Suppliers are not allowed to employ any children exposed to the worst forms of child labor as defined in the Due Diligence Guidelines.

Suppliers of non-mineral goods and services will only employ workers who meet the legal minimum age for employment, minimum age of employment defined by local policies, age of completion of compulsory school or a minimum age of 15 years, whichever is highest in the jurisdiction. Young employees, contractors and subcontractors will not be exposed to working environments that may harm their physical, mental, or moral well-being.

(C) Forced Labour, Human Trafficking and other Forms of Modern Slavery

Jervois prohibits all forced, bonded, indentured, compulsory, prison or slave labour and all forms of human trafficking in any aspect of its operations and supply chains. This includes but is not limited to confiscation or destruction of identity or immigration documents, passports, or work permits; withholding wages; movement restrictions; and other kinds of violence, abuse, or exploitation.

(D) Working Hours and Leave

Jervois requires its Suppliers to comply with applicable laws and, where applicable, collective bargaining agreements related to working hours and leave. This includes those terms related to allowable regular, overtime and resting hours and annual, sick, parental, and other types of leave.

(E) Wages and Benefits

Jervois requires its Suppliers to comply with applicable laws and, where applicable, collective bargaining agreements, including in relation to payment of wages, overtime, benefits, and allowable deductions. Suppliers shall also provide related information to employees in an understandable form including wage statements and employment terms and conditions.

(F) Freedom of Association and Collective Bargaining

Jervois requires its Suppliers to comply with applicable laws and respect international conventions, including those related to the rights of employees to lawfully form, associate, or not associate with labour unions, workers' councils or any third party, to bargain collectively and seek representation.

3. Health and Safety

Jervois adheres to highest standards for health and safety to eliminate fatalities and prevent workplace illnesses, accidents, and serious injuries through consistent, accountable leadership and by providing every worker with the resources, knowledge, skills, and individual responsibility needed to work safely every day.

Jervois requires its Suppliers to provide a safe and healthy workplace in compliance with all applicable laws and regulations. Suppliers shall implement satisfactory procedures to identify, assess and control hazards; manage physically demanding work; prevent and respond to emergencies; maintain equipment and machines; ensure satisfactory sanitation and hygiene including through access to clean water, toilets and eating facilities; and provide satisfactory safety information, training, first aid requirements and appropriate personal protective equipment (“PPE”).

Suppliers must report to work free of free from the influence of alcohol or illegal or unauthorized drugs. The use, possession, or distribution of alcohol or illegal or unauthorized drugs is prohibited in the workplace.

Jervois

4. Environmental Responsibility

Jervois commits to ensuring excellence in environmental stewardship by responsibly, safely and efficiently managing our carbon footprint and all water, tailings and other waste and materials; minimizing impacts on biodiversity, land, air, water, and human beings; and reclaiming, rehabilitating and restoring ecosystems.

Jervois requires its Suppliers to identify, assess and manage environmental risks and impacts in compliance with all applicable laws and regulations. Suppliers shall reduce their environmental footprint by implementing satisfactory procedures to manage and minimize wastes, discharges, hazardous materials, greenhouse gas and other emissions. Suppliers shall continuously improve the efficient consumption of energy, water and other resources through process optimization, recycling, and reuse.

5. Responsible Mineral Sourcing

For those who are supplying cobalt, nickel or other raw mineral materials, we expect our Suppliers to be aligned with the *OECD Due Diligence Guidelines* and meet Jervois' minimum requirements.

Jervois commits to fostering ethical supply chains and sourcing minerals and battery raw materials responsibly, with particular consideration of risks associated with minerals sourced, extracted, processed or handled within conflict-affected and high-risk areas ("**CAHRAS**"). Jervois commits to manage its mineral supply chains in accordance with the *OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* and is working cooperatively with the Cobalt Institute and other industry initiatives and associations to ensure continuous improvement within our due diligence systems and processes.

In conjunction with Jervois' due diligence on our current and potential Suppliers, we expect Suppliers to implement measures to ensure that the minerals do not directly or indirectly support armed conflict and/or are not connected to human rights violations, such as child labour, forced labour and human trafficking, among others.

Jervois expects our current and potential Suppliers of cobalt, nickel or other raw mineral materials to be aligned with the *OECD Due Diligence Guidelines* and are required, at a minimum, comply with our Cobalt Supply Chain Policy and to:

- Implement management and internal control systems, including record keeping as needed to track and maintain custody of cobalt raw materials from the mine site to delivery;
- Assess, review, and share data, information and records that: demonstrate adequate levels of compliance with due diligence measures and other aspects of this Supplier Standard; to notify Jervois of any potential or existing risks related to compliance with this Standard; and affirm the status of corrective actions; and
- Honestly and transparently cooperate and take measures to implement corrective actions including, where applicable, risk management plans in the event a reasonable risk exists that the Supplier is unable to meet minimum requirements.

If any warning signs or evidence of a "red flag" (as described in the OECD Due Diligence Guidance) is identified by the Supplier of cobalt, nickel or other raw mineral materials, Jervois must be notified immediately in writing to compliance@jervoisglobal.com.