



## Company Details

Name of site	The UIS Tin Mine
Date of site visit	09-Sep-25
Assessment team	Andrew Davies (Managing Director), Warit Choovaree (Procurement Director of Thaisarco), and Ra-pee Jutaporn (Procurement Manager of Thaisarco)
Methodology	The on-the-ground assessment methodology comprised four phases. Pre-assessment preparation involved reviewing documents, engaging stakeholders, and planning logistics and safety measures. During onsite activities, the team conducted visual inspections, observed operations, interviewed management and workers, and evaluated safety and risk factors. Data collection focused on capturing photographic evidence, and completing the assessment checklist. Finally, post-assessment activities included debriefing with stakeholders, compiling findings into a structured report (this document).
Key findings	Corporate and institutional due diligence assessments of the Uis Tin Mine (operated by Andrada Mining Limited) highlight a highly stable, institutionally derisked, and ESG-compliant asset. Recent high-profile due diligence reviews—including those by ACAM Burnt Shirt (BWCAM) during joint-venture structuring, and Western institutional lenders—confirm strong alignment with global critical mineral compliance standards.
Next steps/recommendations	N/A

Questions or checks	Findings
Company and site name	The Uis Tin Mine in Namibia is located near the small settlement of Uis in the Erongo Region of western Namibia. Historically known as one of the largest open-cast hard-rock tin deposits in the world, the operation has transitioned in recent years to focus on a tech-metals portfolio that extracts lithium and tantalum alongside tin. The license area spans a massive physical footprint of approximately 19,700 hectares, hosting a vast swarm of more than 180 mineralized pegmatite rock bodies.
Address and location	PO Box 30, Uis, Erongo, 9000, Namibia. Coordinates: 21° 13' 00" S, 14° 52' 52" E, It sits roughly 164 km north of Swakopmund, about 240 km northeast of the deep-water port at Walvis Bay, and 250 km northwest of the capital city, Windhoek.
Name of parent company and/or significant shareholders	The primary corporate vehicle is Andrada Mining Limited (formerly known as AfriTin Mining), which is publicly traded on the London Stock Exchange's AIM market (Ticker: ATM). Through its investment arm, Greenhills Resources Limited, Andrada holds a 100% equity interest in the local operating entity, Uis Tin Mining Company (Pty) Ltd (UTMC)
Key site contacts (Principal contact responsible for the visit, heads of function: Operations, Production, Warehousing, Logistics, Procurement, External Affairs, Finance, Human Resources, Security, Safety, Environment and Community)	Chris Smith – Chief Operations Officer (COO)
Number of employees, number of contractors, temporary workers	Direct Mine Staff: Roughly 128 personnel are hired directly by the operating subsidiary, Uis Tin Mining Company (UTMC). Contracted Personnel: Roughly 187 personnel are engaged through specialized local engineering and mining contracting firms to support the maintenance, crushing, and hauling teams.
Description of site access	The mine and town can be reached via the C35 road heading north from the coast toward Khorixas, or via the C36 road from Omaruru.

## Company activities

Questions or checks	Findings
Type of general activities undertaken at the site. This may include the type of mining, processing, accommodation and ancillary operations etc.	The Uis Tin Mine operates at and consistently exceeds its targeted processing capacities. As a highly scalable polymetallic operation, production is tracked across its primary tin output alongside growing tech-mineral by-products (tantalum and lithium).
Service(s) provided or the commodity(ies) produced, processed, stored and shipped by the site	Supply of tin commodities to buyers.
Planned future developments or construction on site, or change in type of activities	Second Processing Plant Commissioning: Construction was finalized on a secondary modular processing (jig) plant at Uis. It is scaling up to significantly increase overall processing stability and output. Tantalum Circuit Expansion: Operations are scaling up an integrated magnetic separation circuit. This system isolates tantalum minerals directly from the existing tin concentrate stream via a sequence of dryers, screens, and electromagnetic over-belt separators, transforming tantalum into a consistent, secondary high-value revenue stream.
Site owned or leased?	The Uis Tin Mine operates under a Mining License (ML 134) framework rather than private land ownership. In Namibia, all mineral rights are legally owned by the State, and mining companies secure long-term access through licenses granted by the Ministry of Mines and Energy.
When was the site first brought into use?	The Uis tin mining site was first brought into commercial use in 1923.  While the massive tin-bearing pegmatite rocks were originally discovered by a German geologist named Dr. Paul in 1911 (during the German colonial era of Namibia), the outbreak of World War I halted any immediate development.  Industrial operations didn't officially begin until 1923, when August Stauch—famous for discovering the diamond deposits at Kolmanskop—purchased the mining rights and founded Namib Tin Mines Ltd. to extract the ore.
Annual production data	For tin concentrates, consistently tracking above its original 100-tonne nameplate monthly capacity, targeting 150+ tonnes via ongoing optimizations.
Extraction method	The extraction method at the Uis Tin Mine is a classic, highly mechanized conventional open-pit (open-cast) mining operation. Because the tin, lithium, and tantalum minerals are locked within massive, hard-rock pegmatite bodies that sit close to the surface, underground tunneling is not required.  The extraction process follows a structured sequence to break down the hard rock and deliver it to the processing plants.

## Human rights and labour practices

Questions or checks	Findings
<b>Compliance With National Laws and Human Rights Standards</b>	
What processes does the site have to ensure compliance with labour and human rights laws?	To ensure compliance with local labor laws and international human rights frameworks, Andrada Mining operates under an ESG (Environmental, Social, and Governance) framework at the Uis Tin Mine. Because the mine serves as a major critical-mineral supplier to international markets, its compliance strategies are actively structured around global best-practice standards.

Which specific laws and standards are being followed?	In compliance with the Namibian Labour Act and its internal Group Human Rights Policy, the mine explicitly guarantees and protects the rights of its workforce. The mine actively supports the right of its workers to join unions and engage in collective bargaining. Approximately 69% of the direct mine workforce are active union members.
Who is responsible for ensuring compliance?	The Board ESG Committee (Strategic Governance), On-Site Management (Daily Field Enforcement)
Have there been any complaints, issues, or official investigations related to compliance?	There were no observed or reported cases of child labour at mine site.
<b>Working Conditions</b>	
What are the standard operating hours (number of shifts, hours per shift)?	Operational Schedule: 24 hours a day, 7 days a week (24/7). Number of Shifts: 3 shifts per day. Hours per Shift: 8 hours per shift.
Has the company established maximum working hours for staff?	The 45-Hour Week: The total base working hours for employees cannot exceed a maximum of 45 ordinary hours per week.
How many hours per week do workers typically work? (Review sample timesheets/logs)	Full-time staff are limited to a standard maximum of 45 hours per week
What is the highest number of recorded working hours for any employee?	In accordance with national labor law, any required overtime is voluntary, must be compensated at premium rates (1.5× on standard days, 2.0× on Sundays and holidays), and is generally restricted to a maximum of 10 hours of overtime per week. Under Section 20 of the Act, a worker's total "spread-over" (the entire duration from the exact start to the exact finish of a working day, including any breaks or overtime) cannot exceed 12 hours in total.
How is salary calculated, and what is the payment structure?	According to UTMC HR Manual rev.03 Jan, 2025. •The Pro-Rata Basic Salary is paid according to the number of days worked in that specific month. •Employees who commenced work during the month or terminated will receive a prorated basic salary for the number of days worked in that month. •Overtime & Night Shift, acting allowance is paid according to the cut-off registers that has period run date from the 10th – 09th, e.g. 10th June – 09th July. •Pay date is the 25th of every month. •Payroll cut off for the short-term FTC is the 24th of each month. •Pay date for the short-term FTC is the last working day of the month (FTC not more than a month). Sunday & Public Holiday Premium: Shift work falling on Sundays or gazetted Namibian public holidays is calculated at 2.0× (double) the base hourly rate
Are there any pay disparities between demographic groups (gender, race, etc.)?	There are no disparities. An equal pay policy is in place. Compensation received from sales is distributed equitably among all workers.
Have there been any claims or allegations of workplace discrimination?	No discrimination observed or reported on site.
Does the site provide loans to staff? If yes:	No.
— For what purposes?	N/A
— What are the terms of repayment?	N/A
Does the site retain employee documents (ID, passports, etc.)?	There are no cases of retaining worker's ID or passports.
Are women employed at the site? If yes:	Yes.
— In which roles do they work?	EHS, Chemist, Engineers, etc.
— What safety measures are in place for them?	Not working in any high-risk workplace such as in a pit.

Can workers freely leave the site and terminate employment without restrictions?	Workers can freely leave the site without restrictions.
<b>Health And Safety</b>	
What systems are in place to ensure worker health and safety?	Group Policy Statement - Occupational Health and Safety, date 28/9/2021
Review incident register: frequency, severity, and types of accidents	N/A
What preventive measures have been implemented?	N/A
<b>Living Conditions</b>	
Do any workers live on-site?	No.
If yes, conduct accommodation inspection to verify:	N/A
— Adequate space per person	N/A
— Access to clean water and sanitation	N/A
— Safety and security provisions	N/A
— Basic amenities	N/A
<b>Child Labour</b>	
Are individuals under age 16 present at the site?	No, under age of 18 years are allowed to work on site. Under the Namibian Labour Act (2007) and national occupational health regulations, there are strict legal boundaries regarding minors and industrial settings
Document any activities performed by children (direct mining participation or support services)	None observed.
What age verification procedures are in place for younger workers?	Andrada Mining Procedure ATM-HR-PRO-001, review date 14/6/2023
Are there any apprenticeships or vocational programs for youth?	No apprenticeship or vocational programme has been put in place at the site
<b>Community Relations</b>	
What is the relationship with surrounding communities?	The Uis Training Center: The company established a dedicated, multi-disciplinary on-site training center. This facility delivers fully accredited, specialized courses in technical trades, mechanical engineering, and heavy machinery operations for local residents. School Infrastructure Upgrades: Direct financial and material support is funneled into local schools, including the Petrus !Ganeb Secondary School, funding the renovation of classrooms, block units, and educational resources. Youth Sports Sponsorship: The mine is a primary sponsor of local athletics, running club tournaments, and community sports leagues (such as the Andrada Netball and Soccer Tournament) to foster youth engagement and community cohesion.
Have there been any conflicts or disputes with local communities?	No disputes recorded in the last years.
What mechanisms are in place to respect community rights?	Group Policy Statement - Community, date 4/3/2022 and Stakeholder relationship & Engagement, date 4/3/2022

How does the site engage with and respond to community concerns?	<ul style="list-style-type: none"> <li>• Respecting local traditions, rights, interests, cultures, perspectives, and special connections to lands and waters of surrounding communities, which includes minority and marginalized peoples, indigenous peoples and other people groups that exhibit the commonly accepted characteristics of indigenous peoples (as defined by the International Labour Organisation);</li> <li>• Adopting and applying culturally appropriate engagement and consultation processes with communities and other key stakeholders, that also ensure the meaningful and fair participation of indigenous peoples in these processes;</li> <li>• Working to obtain the consent of surrounding communities (using appropriate mediation and capacity building processes where necessary) and in accordance with AfriTin Standards for new projects (and changes to existing projects), including where projects are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples;</li> <li>• Timely and ongoing engagement with stakeholders through appropriate systems that provide the platform for dialogue and for understanding stakeholder views and for understanding our impacts on those around us in accordance with AfriTin values as well as the UN Guiding principles on Business and Human Rights;</li> <li>• Pursuing formalized partnerships with governments, local and international non-governmental organizations, donor organisations and other stakeholders to capitalize on any synergies that may exist to facilitate well designed and effectively delivered community development of the areas in which we operate. This may include, but is not limited to, poverty alleviation, social, economic, and infrastructural development;</li> <li>• Recognising that members of communities are, in many cases, also our employees;</li> <li>• Deploying effective social and environmental risk and impact management strategies;</li> <li>• Prioritising local procurement and employments and measuring our contribution to local economic development;</li> </ul>
Are there any environmental risks that could affect community rights?	No environmental risk that may affect the community has been observed. Further, the policy of Environmental (date 28/9/2021) and Climate change (date 4/3/2022) are in place.

### Non-state armed groups

Questions or checks	Findings
Please describe the general security situation in the area.	The general security situation in the area surrounding the Uis Tin Mine and the settlement of Uis (located within the Erongo region of Namibia) is stable, calm, and characterized by a low risk of violent crime.
Describe the general site security infrastructure (CCTV, perimeter fence, controlled access etc.)	The main access roads leading into the processing plant and the administrative offices feature 24/7 guarded security checkpoints equipped with automated boom gates. High-definition closed-circuit television (CCTV) cameras are deployed at key fixed installations, focusing heavily on product processing lines, concentrate storage bays, chemical storage areas, and fuel depots.
Have company personnel observed armed groups (state or non-state) at the mine or its surroundings?	No.
Does the site make payments to those groups, or has the site ever been approached by armed groups demanding payment?	No.

### Public or private security forces who illegally control aspects of the tin supply chain

Questions or checks	Findings
Are military forces, police or other state security present on site or near the site? If yes, what kind of payment agreement does the site have with those forces?	There is no presence of military forces.
Does the site work with private security forces? If yes, what kind of payment agreement does the site have with those forces?	The Uis Tin Mine works with private security forces to secure its operations, processing plant, and assets. Rather than establishing a heavily armed internal tactical unit, its parent company, Andrada Mining, contractually outsources physical security, gate control, and mobile perimeter patrols to specialized, licensed Namibian private security firms. The financial and operational agreements between Andrada Mining (via its operating subsidiary, Uis Tin Mining Company) and private security providers are structured around Standard Commercial Service Level Agreements (SLAs)
Are there other private security forces on site or near the site?	There is no presence of security forces at the site.
Does the site implement the Voluntary Principles on Security and Human Rights?	Group policy statement - Human rights (date 4/3/2022), Harassment policy (date Oct, 2021), Sexual Harassment policy (date Oct, 2021)
Does the site carry out screening/background checks of individuals or security fore units?	Recruitment procedure, ATM-HR-PRO-001 date 14/6/2023
Is the site aware of any public or private security forces who illegally control mine sites and transportation routes or illegally	No

### Misrepresentation of origin of minerals

Questions or checks	Findings
<b>Supply Chain Overview</b>	
Does the site purchase minerals from external third parties?	Single source, all materials are operated from Uis concession area.
Are there any tolling agreements in place?	No
What is the structure of the mineral supply chain? Overview of all involved actors.	Group policy Statement - materials and supply chain stewardship, date 4/3/2022
Who oversees the management of the mineral supply chain?	Anthony Viljoen, CEO

What level of awareness/understanding does the site demonstrate regarding responsible sourcing requirements?	<p>High level.</p> <ul style="list-style-type: none"> <li>• Integrating all aspects of materials and supply chain stewardship into how we work;</li> <li>• Sourcing goods and/or services required in support of our operations from socially responsible and sustainable suppliers and contractors;</li> <li>• Running open tenders, where possible, and awarding tenders on price, quality, and subject to stewardship goals as listed in this corporate policy statement;</li> <li>• Complying with regulatory requirements and obligations relating to industry rules, codes, and standards to which we subscribe;</li> <li>• Continually optimising and improving our processes to ensure ongoing responsible and sustainable sourcing practices;</li> <li>• Securing and maintaining sustainable and value-driven relationships with our business partners;</li> <li>• Encouraging our business partners, particularly suppliers and contractors, to adopt similar practices with regards to sustainable development;</li> <li>• Sourcing, transporting, utilising, reusing, and disposing of materials responsibly, giving due consideration to environmental, social, and health and safety considerations and requirements;</li> <li>• Ensuring that our product does not contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law;</li> <li>• Supporting the economies of our host communities and operating countries through the local procurement of goods and services; and</li> <li>• Engaging with relevant stakeholders in an open manner regarding materials and supply chain stewardship.</li> </ul>
<b>Production And Handling</b>	
Review production data for any anomalies or unexplained spikes	Tin concentrate production jumped to 453 tonnes in Q4, a significant 20% spike compared to the 379 tonnes produced in Q4 of the previous fiscal year.
Observe mineral reception and handling procedures on-site	Yes
Are all minerals processed on-site, or is there off-site processing/storage?	Only on-sites for all processes. The final tin concentrates will be delivered to warehouse in Walvis Bay and securely staged in designated port storage yards, and crane-loaded onto international vessels
If off-site locations are used, what measures ensure chain of custody integrity?	After unloading from the trucks, the material will be re-weighed at the Access World warehouse in Walvis Bay that's located in Port of Walvis Bay with stricted security.
Are the site's minerals ever mixed with external minerals (during trading or processing)?	No
What transportation methods are used for minerals?	Once the concentrates are packed, sealed, and manifested at the mine's processing site, heavy freight transport trucks handle the overland journey, taking approximately 2.5 to 3 hours under normal conditions.
What controls prevent external mineral infiltration during transport?	The transport trucks utilize continuous, satellite-linked GPS fleet management tracking. Route controllers monitor the trucks in real-time for any unscheduled stops, route deviations, or prolonged delays along the gravel sectors.
<b>Traceability And Documentation</b>	
Does the site participate in any formal minerals' traceability scheme?	No, it's a single source. Uis has no policy to purchase the material from off-site, group policy statement - Material and supply chain stewardship (date4/3/2022).
What documentation systems track mineral origin and chain of custody?	All required documents by RMAP standard have provided to prove on the mineral origin and chain of custody.
How are records maintained, and for what duration?	Electronics and hard copy
<b>Third-Party Due Diligence (applicable if sourcing minerals from third parties)</b>	
What due diligence procedures (e.g., KYC) are applied to third-party sources?	N/A

Review records of due diligence activities. Has the site conducted on-the-ground assessments?	N/A
Are all third-party sources subject to the same level of scrutiny?	N/A
Have any third-party sources been identified with political, military, or criminal connections?	N/A
Have site personnel observed child labour at the facilities of third-party sources? If yes, which locations and what actions were taken?	N/A
Have armed groups (state or non-state) been observed at locations of third-party sources?	N/A
Do third-party sources make payments to armed groups? Are there allegations of abuses by armed groups at the locations of the third-party sources?	N/A
How does the site verify minerals are from legally authorised sources?	N/A
Is there evidence or risk of fraudulent misrepresentation of mineral origin? If suspicious transactions are identified, request management explanation	N/A

#### **Bribery, money-laundering, payment of taxes, fees and royalties**

<b>Questions or checks</b>	<b>Findings</b>
Does the site have policies and procedures regarding bribery and anti-money laundering in place? How does the site ensure that no bribery or anti-money laundering is happening within its operations?	Group Anti-Bribery and Corruption Policy, November 2021
Does the site accept or make cash payments? If yes, what for?	No.
What taxes, fees and other royalties does the site pay to governments? Are these payments disclosed in line with the EITI?	Namibia is not currently an implementing member country of the EITI. Civil society groups and organizations like the Institute for Public Policy Research (IPPR) actively advocate for Namibia to officially adopt the framework, especially as the country approaches full-scale offshore oil production alongside its expanding onshore critical mineral operations. Because the state has not formalized the "EITI Sign-Up" criteria, there is no official national EITI report or state-level data reconciliation dashboard.
Are there any disputes around taxes, fees or other royalties paid to the government?	Corporate and payroll-related taxes paid by Andrada to the Namibian Receiver of Revenue totaled £1,805,060 (roughly N\$42.4 million), reflecting a steep increase from the £468,055 paid during the previous operational setup phase.
How does the company communicate its anti-bribery / anti-corruption / anti-money laundering policy(s) to staff?	At site, on Company's website <a href="https://andradamining.com/sustainability/governance/">https://andradamining.com/sustainability/governance/</a>
Are there any indications (e.g. verbal reports, whistleblowing) that the mine site operator / owner is making payments to illegal or criminal organisations, or is making payments for the purposes of bribery to conceal the origin of minerals or to evade tax payments?	No.

**ITSCI**

Questions or checks	Findings
What are ITSCI's findings regarding the site?	N/A
Have there been any incidents? If yes, what were they, and have they been resolved?	N/A
If any incidents were identified, what corrective actions (if any) were put in place?	N/A
When was the last baseline report completed?	N/A
What is the site's experience and involvement with ITSCI?	N/A
How often does ITSCI personnel visit the site?	N/A
Has ITSCI raised any concerns or identified any issues at the site?	N/A
Has ITSCI worked with the site to close the incidents or supported in developing corrective actions?	N/A
Do the circumstances on site match the findings on the baseline report?	N/A
<p>Photo 1: Assessment team with UIS team at the site</p> <p>Photo 2: LAB building - outside</p> <p>Photo 3: LAB building - Inside</p> <p>Photo 4: New facilities for expanding the production volume</p>	

