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## About Us

Capstone Copper Corp. is an Americas-focused copper mining company headquartered in Vancouver, Canada. We own and operate the Pinto Valley copper mine located in Arizona, USA, the Cozamin copper-silver mine located in Zacatecas, Mexico, the Mantos Blancos copper-silver mine located in the Antofagasta region, Chile, and 70% of the Mantoverde copper-gold mine, located in the Atacama region, Chile. In addition, we own the fully permitted Santo Domingo copper-iron project, located approximately 30 kilometres northeast of Mantoverde in the Atacama region, Chile, as well as a portfolio of exploration properties in the Americas.

As a Capstone employee, you will become part of a supportive, performance-driven and dynamic environment. You will be given the opportunity to expand your knowledge and skill set working alongside dedicated employees from a variety of backgrounds and cultures. We place the highest priority on employee safety, protecting the environment and enhancing the development of the communities where we operate.

By joining the Capstone team, you will become part of an inclusive team where you will be supported in your career growth through training, diverse opportunities and professional development.

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## Job Title:

Manager, Compliance

## Position Summary:

Reporting to the Director & Associate General Counsel, the Manager, Compliance will manage global compliance programs and policies to ensure compliance with all applicable laws and international standards across Capstone and with third parties. This role will collaborate widely across the organization to identify gaps, manage compliance initiatives and minimize overall organizational risk in line with Capstone's global compliance framework.

## Position Responsibilities (including but not limited to):

- Responsible for enhancing and managing global compliance programs and policies, including the global responsible sourcing program.
- Responsible for ensuring policies and standards are consistently adhered to within the company and external third parties (i.e. suppliers).
- In collaboration with the Legal and Governance teams, ensure that the company follows all applicable laws, regulations and international standards, including facilitating cross-functional teams to meet evolving legislative requirements and best practices, updating applicable policies and practices to support ongoing changes and adherence to the law, and preparing all necessary reports and other disclosure materials as required to meet legislative requirements or best practices.
- Evaluate effectiveness of controls to mitigate compliance risk, including identifying non-compliance and gaps in existing compliance programs, providing guidance and recommendations on corrective actions, ensuring such actions are implemented, reporting compliance violations, and assisting with compliance related investigations where required.
- Facilitate cross-functional teams and consult and collaborate with stakeholders to enhance company-wide and third-party compliance, including taking appropriate measures to monitor and audit compliance.
- Develop and provide appropriate training with the Human Resources and Legal teams, including developing and updating training materials related to compliance with internal and external stakeholders (i.e. contractors), including coordinating the annual Code of Conduct training and ensuring certifications are completed within the required timeline.
- Maintain compliance records and provide data on compliance activities and program status.
- Maintain global procurement solutions, including third-party due diligence and compliance.



- Research and collect relevant information from different sources and jurisdictions in connection with compliance matters.
- Engage regularly with local teams to identify areas of potential non-compliance.
- Keep abreast of regulatory developments and evolving best practices in compliance control.
- Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Director & Associate General Counsel.

## **The Ideal Candidate:**

### Knowledge

- Minimum of 5 years of experience in Legal or Compliance Assurance.
- Previous experience with managing corporate compliance programs, processes and procurement strategies, and developing standards for maintaining legal compliance.
- Bachelor's degree or diploma in Law, Business, Accounting, or a related field, or professional designation in compliance (i.e. International Compliance Association (ICA) certification), or equivalent experience.
- Knowledge of regulatory compliance, frameworks, auditing, approaches to internal control and risk management, and national and international laws, regulations and standards.
- Strong proficiency using computer applications (i.e., Microsoft Office Suite) is required.
- Previous experience in the mining industry is an asset.
- Spanish fluency is an asset.

### Key Competencies / Skills

- Proven project management delivery.
- Excellent interpersonal, written, and oral communication skills with strong attention to detail.
- Demonstrated ability to collaborate in local and foreign jurisdictions, with an ability to establish respectful rapport with stakeholders.
- Excellent time management and organization skills, with a proven ability to multi-task, reprioritize based on business demands, meet deadlines and work well under pressure.
- Self-motivated and takes initiative; proactively looks for ways to add value.
- Ability to maintain confidentiality while working with sensitive information.

### Work Environment

- This position is based in Vancouver and eligible for a hybrid work arrangement. Some travel outside of Canada will be required.

## **How to Apply:**

- Please send your cover letter and resume to [HumanResources@capstonecopper.com](mailto:HumanResources@capstonecopper.com) and include Manager, Compliance in the subject line of your e-mail response.

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## **Our Values:**

Our values reflect who we are, what we believe in and what sets us apart.

- **Safety** – Safety is non-negotiable. Making safe choices ensures we can improve the health and well-being of our people, contractors and communities. Zero harm is the ultimate goal.
- **Accountability** – We take ownership for ourselves and our work. We act with integrity. We do everything honestly, ethically, fairly and transparently.



- **Excellence** – We strive to excel at all we do. We continuously seek innovative ways to improve the business. We are focused on growth and committed to unlocking the full potential of ourselves, our teams and our resources.
- **Caring** – We develop open and constructive relationships. We embrace diversity. We see ourselves as stewards of resources. We care deeply for our people, the environment and communities.

Women, Indigenous Peoples, visible minorities, members of the LGBTQ+ community, veterans and individuals with disabilities are all encouraged to apply. If you need any accommodations or adjustments at any time during the interview process, please let us know. We are dedicated to ensuring everyone feels included.