



About Us

Capstone Copper Corp. is a premier copper producer operating innovatively in the Americas. From exploration to mine development to operations, we are focused on creating growth and generating value for our investors, employees and communities as we meet the surging global copper demand.

We own and operate the Pinto Valley copper-molybdenum mine located in Arizona, USA, the Cozamin copper-silver-zinc-lead mine located in Zacatecas, Mexico, the Mantos Blancos copper-silver mine located in the Antofagasta region, Chile, and 70% of the Mantoverde copper mine, located in the Atacama region, Chile. In addition, we own the fully permitted Santo Domingo copper-iron-gold project, located approximately 30 kilometres northeast of Mantoverde in the Atacama region, Chile, as well as a portfolio of exploration properties in the Americas. Our head office is located in Vancouver, Canada.

Your journey with Capstone starts here. At Capstone, our people are the heart of our organization. We are focused on growth and are committed to unlocking the full potential of ourselves, our teams and our resources. We invest in our people to develop a skilled and engaged workforce, not only for today, but for the future.

By joining the Capstone Copper team, you will become part of a purposeful, performance-driven and dynamic work environment.

Job Title:

Manager, Compliance & Legal Counsel

Position Summary:

Reporting to the Director & Associate General Counsel, the Manager, Compliance & Legal Counsel will manage Capstone's global compliance programs and policies and provide some legal support by drafting and reviewing contracts and agreements. This position is ideal for a legally trained professional who brings strong compliance acumen, a passion for research and project work, and a collaborative mindset.

Position Responsibilities (including but not limited to):

- Manage and enhance Capstone's global compliance programs and policies, including the global responsible sourcing and Know Your Customer programs.
- Ensure policies and standards are consistently complied within the company and externally (i.e. suppliers).
- Ensure Capstone's programs are in compliance with all applicable and evolving laws, regulations and international standards by monitoring legal and regulatory changes that impact Capstone's programs, analyze impacts and oversee implementations, including updating applicable policies and practices, and preparing reports and other disclosure materials as required.
- Assist with compliance investigations as necessary.
- Collaborate with stakeholders to enhance company-wide and third-party compliance, including monitoring and auditing compliance.
- Collaborate with HR and other stakeholders to develop compliance training materials for internal and external stakeholders and coordinate the annual Code of Conduct training and ensure certifications are completed on a timely basis.
- Maintain compliance records and provide updates on compliance activities.
- Maintain global procurement solutions, including third party due diligence.
- Research and collect relevant information from different sources and jurisdiction in connection with compliance matters.
- Engage regularly with site teams to identify areas of potential non-compliance.



- Draft, review and negotiate commercial contracts and agreements relating to the global responsible sourcing program, including non-disclosure agreements, amendments, consulting agreements, service/support agreements, vendor contracts, and other commercial documents.
- Support with due diligence requests as needed.
- 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

- 2 to 4 years of experience in international law, regulatory law, administrative law and/or corporate and commercial law.
- Bachelor's degree and a Law degree (LL.B. or J.D.) from an accredited institution.
- Called to the bar and in Good Standing with a Canadian Law Society.
- Superior drafting and research skills and experience.
- Strong ability to interpret and provide guidance on laws, rules and regulations.
- Experience with compliance program development, risk assessment, and policy implementation is an asset.
- Experience in sustainability, anti-corruption and anti-bribery laws, supply chain due diligence, and international compliance standards is an asset.
- 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

- Excellent interpersonal, written and oral communication skills.
- Ability to work collaboratively and build relationships with all levels of the organization.
- Ability to maintain strong attention to detail in a high-volume environment.
- Self-motivated with a keen desire to deliver high quality work.
- Excellent time management and organization skills, with a proven ability to multi-task, reprioritize based on business demands and meet deadlines.
- Strong legal judgment with the ability to deliver practical, business-oriented advice.
- Strong project management delivery.
- 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 inside and outside of Canada will be required.

How to Apply:

- Please send your cover letter and resume to HumanResources@capstonecopper.com and include Manager, Compliance & Legal Counsel 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.