



Por el bienestar  
de todos

**CORPORATE SUSTAINABILITY POLICY**

**MINEROS S.A.**

**Approved by the Board of Directors on February 17, 2023.**

## MINEROS SA.

### CORPORATE SUSTAINABILITY POLICY

#### 1. INTRODUCTION

Mineros S.A. (the “**Company**” or “**Mineros**”) is aware that companies are sustainable to the extent that they achieve a positive balance in the impact they have on the environment and the communities, leaving a mark of progress in the regions in which they operate. For this reason, we are committed to the mission of generating well-being for everyone, working ethically, prioritizing the health and safety of our employees, caring for the environment, strengthening our social management and to the constructive and transparent dialogue with our stakeholders.

For this purpose, the Board of Directors of the Company (the “**Board of Directors**” or the “**Board**”) has approved this corporate sustainability policy (the “**Policy**”) addressing matters relating to health and safety, the environment, social responsibility, and relationships with stakeholders. This Policy applies to Mineros and all of its subsidiaries. Consequently, this Policy will refer to Mineros and its subsidiaries as “Mineros”.

The Board of Directors has agreed that the Corporate Governance and Sustainability Committee (the “**Committee**”) will be in charge of assisting the Board in fulfilling its responsibilities related to supervising the implementation of this Policy. The members of senior management, acting in their respective capacities, will report to the Board and its supporting committees on the status of relevant social, environmental and climate risks potentially affecting the Company, and the progress of the strategies set in place to comply with this Policy.

#### 2. PURPOSE OF THIS POLICY

The purpose of this Policy is to provide the guidelines according to which Mineros will conduct its businesses in a sustainable, safe and environmentally friendly manner, with the highest standards of social responsibility and respect for human rights, as well as the way in which it will interact with its stakeholders.

### **3. SCOPE AND APPLICATION OF THIS POLICY**

This Policy is applicable to the Board of Directors, officers, employees, consultants and contractors of Mineros and all of its subsidiaries. Each such person or entity will agree to abide by the provisions of this Policy upon receipt of the most recent copy or its publication in Minero's website.

### **4. COMPLIANCE**

All parties to whom this Policy applies, in the performance of their functions on behalf of Mineros, will comply with all laws, rules and regulations of the location in which Mineros is conducting business activities and, in particular, all laws, rules and regulations regarding information disclosure, human rights, safety and the environment. Where there is uncertainty or ambiguity with respect to the application of any law, rule or regulation, competent legal advice should be obtained.

### **5. VISION FOR SUSTAINABLE DEVELOPMENT**

5.1 Mineros will focus its efforts on contributing to the sustainable development of the areas where it operates through:

- instilling our vision of a safe, environmentally friendly and socially responsible culture in our organization;
- the effective management of our activity to minimize the impact on the environment;
- the promotion and protection of human rights and fundamental freedoms;
- supporting local employment and entrepreneurship; and
- supporting the development of infrastructure, health, education, training and cultural activities in collaboration with the relevant community.

5.2 In conducting its business, Mineros will strive to contribute to a safer and more prosperous community in the areas where it operates.

### **6. SUSTAINABLE DEVELOPMENT POLICY**

6.1 Mineros is committed to responsible mining and sustainable development in the communities in which it operates.

6.2 The Company strives to achieve or exceed industry leading practices in accordance with the legislation of the countries in which it operates and all international standards that are applicable to all aspects of the Company's business: social, environmental and economic. Every effort will be made to ensure that this Policy is duly applied by all parties to which it is applicable.

6.3 To achieve this, Mineros will:

- (a) act with transparency, honesty, accountability, integrity, and legality in all aspects of the Company's corporate governance, and in the Company's relationships with all stakeholders, including all levels of government, the community, employees, contractors, service providers, and shareholders;
- (b) contribute to the achievement of the Sustainable Development Goals (SDG);
- (c) respect the human rights, culture, customs and values of the communities in the areas where the Company operates;
- (d) identify, analyze, evaluate and manage social, environmental and climate-related risks related to our operations;
- (e) continually seek to improve the Company's environmental performance beyond legal requirements;
- (f) implement an environmental and social management system to integrate environmental and social criteria in planning, processes and operational decisions;
- (g) carry out comprehensive monitoring and audits to ensure compliance with all relevant legislation, guidelines and standards, and produce regular reports;
- (h) promote and implement an efficient use of resources and practice waste minimization, reuse and recycling;
- (i) promote employment opportunities for the local workforce;
- (j) allocate the financial resources necessary to fulfill the Company's commitments, including those relating to closure of mines;
- (k) proactively engage with local authorities and the host community in planning community development programs; and



- (l) identify and analyze potential opportunities derived from responsible mining for the Company and its stakeholders.

## **7. ENVIRONMENTAL POLICY**

7.1 Mineros acknowledges that the long-term sustainability of its business depends on good management of environmental protection.

7.2 In accordance with the foregoing, the Company will:

- (a) integrate environmental considerations into all aspects of the Company's activity;
- (b) continuously analyze, evaluate and manage environmental and climate risks identified at all levels of the organization;
- (c) establish and maintain a management system that can identify, monitor, control and improve the Company's environmental protection performance;
- (d) implement periodic independent evaluations of its environmental performance against the Company's objectives and goals;
- (e) observe all applicable laws and regulations;
- (f) endeavor to undertake voluntary commitments that adopt the best available practices for the protection of the environment and contribute to global sustainable development programs;
- (g) ensure the availability of sufficient financial resources to comply with all of the Company's environmental obligations and commitments, including rehabilitation;
- (h) ensure that all parties to which this Policy applies understand the Company's policy and comply with their responsibilities regarding the protection of the environment;
- (i) implement an efficient and transparent communication strategy in order to foster dialogue with interested and involved parties on the environmental aspects of the Company's activity; and
- (j) collaborate with local, national and international institutions and organizations in measures to protect the environment.



## **8. OCCUPATIONAL HEALTH AND SAFETY POLICY**

8.1 Mineros is committed to providing and maintaining a safe and healthy work environment in which all employees and contractors behave in a responsible and safe manner.

8.2 The Company is committed to achieving a high Occupational Health and Safety standard through the implementation of all related policies, procedures and standards and the continuous improvement of management systems, setting objectives and monitoring performance.

8.3 The Company believes that all accidents and injuries are preventable. To achieve a zero accident culture, the Company will:

- (a) identify, analyze, evaluate and manage the Company's key health and safety risks and set realistic annual goals and objectives;
- (b) comply with all applicable laws and regulations and apply best practices in hygiene and safety in accordance with international standards;
- (c) integrate health and safety management strategies in all the Company's processes;
- (d) provide employees with the training and resources necessary to minimize risks in their work activities;
- (e) require contractors and consultants to provide their employees and service providers with the training and resources necessary to minimize risks in their work activities;
- (f) encourage and support employees and contractors to promote initiatives that continually reduce health and safety risks associated with the Company's activities;
- (g) provide adequate emergency response resources, emergency training exercises, and related training;
- (h) ensuring that all new employees, contractors and their subcontractors and visitors are properly informed of the Company's health and safety policies, procedures and requirements through induction before accessing Company sites;
- (i) achieve and maintain high levels of health and safety in the workplace at all times; and
- (j) communicate and enforce the Company's health and safety standards to all contractors.

## **9. STAKEHOLDER RELATIONSHIP POLICY**

9.1 Mineros believes that only through an adequate relationship with its stakeholders it can contribute to the creation of share value.

9.2 In accordance with the foregoing, the Company will:

- (a) promote a respectful, productive and transparent relationship with its stakeholders;
- (b) establish and maintain relationships based on mutual respect and trust;
- (c) ensure that there are efficient two-way communication mechanisms in order to maintain a fluid and timely dialogue with its stakeholders;
- (d) interact with its stakeholders in a manner that applies the Company's corporate values and standards of conduct;
- (e) be willing to listen to its stakeholders and resolve differences in a constructive and transparent manner;
- (f) seek mutually beneficial results in decision-making so that we contribute to the sustainable development of our areas of influence; and
- (g) share relevant information about the management and results of the Company in compliance with applicable laws and regulations.

## **10. DISSEMINATION AND TRAINING OF THE POLICY**

10.1 To ensure that all members of the Board of Directors, officers, employees, consultants and contractors of Mineros are aware of this Policy, a physical or digital copy of the Policy will be provided to each of them or, alternatively, they will be informed that this Policy is available on the Mineros website or will be shared on the billboards at the Mineros offices and/or via email for review and knowledge. All members of the Board of Directors, officers, employees, consultants and contractors will be informed whenever significant changes are made to this Policy. New members of the Board of Directors, officers, employees, consultants and contractors will receive a physical or digital copy of this Policy and will be informed of its importance.

10.2 This Policy will be included in the annual internal training programs, as well as part of the induction program for new employees and contractors. As part of compliance, evidence of employee and



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contractor attendance will be recorded, as well as all documentation that supports the training process.

**11. CONSEQUENCES OF NON-COMPLIANCE WITH THIS POLICY**

- 11.1 Anyone who violates this Policy will be subject to disciplinary action, which could result in termination for serious misconduct. Mineros reserves the right to terminate its contractual relationship with third parties if they violate this Policy.
- 11.2 This sanction will be applied in accordance with the Internal Labor Regulations of Mineros or the corresponding subsidiary, or according to the provisions of local labor laws. Such sanctions must meet the prerequisites to be applied in accordance with local laws.

Approved and adopted: February 17, 2023