

Hochschild Mining (hereinafter, "Hochschild") has made the commitment to respect and promote the protection of internationally recognized human rights.

In this regard, Hochschild, its people and contractor companies shall conduct their activities in line with the following guidelines.

1. Respect the human rights of all people, with special attention on the communities and populations in the area of influence of our operations, on our people, contractors and suppliers.
2. Reject child labor, discrimination on any grounds, such as race, age, religion, gender, nationality, marital status, sexual orientation, disability, as well as sexual harassment, physical and psychological assault, and any form of torture, slavery, human trafficking or forced labor.
3. Implement and maintain mechanisms for the handling of complaints and grievances.
4. Establish due diligence mechanisms. This includes identifying and evaluating potential impacts of our activities and taking appropriate measures to prevent or mitigate them.
5. Promote awareness and training activities for our people in the field of human rights.
6. Promote the present Human Rights Policy among our people and require that Hochschild's contractors and suppliers adhere to it.
7. Affirm and uphold the principles of freedom of association and the right to collective bargaining, and respect the decision of any employee to join labor unions.
8. Promote equal remuneration, ensuring that compensation to employees is granted based on the principle of meritocracy in a fair, equitable and transparent manner, without any discrimination based on origin, race, sex, language, religion, opinion, economic or any other status.