

At Hochschild Mining we are committed to respecting human rights and promoting diversity and inclusion as part of our corporate purpose. Diversity, inclusivity and a work environment free of violence that promotes equal opportunities for all are fundamental to the sustainability of our company.

That is the reason why we emphasize the commitment of senior management to the promotion of diversity and inclusion and reject any act of discrimination.

To this end, we are committed to:

- promoting the participation, education, training, development and leadership of women within the organization;
- providing the appropriate tools, infrastructure, equipment and working environments so that all our employees can perform their duties in the best possible way, taking into account the specific needs of women;
- facilitating the implementation of initiatives, within and outside our supply chain, that seek to empower women, especially those within the area of influence of our mining projects and operations;
- promoting the equality and leadership of women within the communities located in the areas of influence of our mining projects and operations;
- zero tolerance of sexual harassment; and
- reporting on the progress made and achieved in favor of diversity and inclusion.