

Human Rights Policy

Minsur is a Peruvian company that aims to improve lives, transforming minerals into wellbeing. Led by this purpose, we set forth the policy herein with our human rights commitments.

We pledge to respect the rights and freedoms of all people, without exceptions, in line with the *United Nations Charter of Human Rights*, the *International Labor Organization (ILO)'s Declaration on work-related principles and fundamental rights*, as well as the main international guidelines on these matters.

Thus, we promote a culture of respect and implement due diligence processes that enable us to identify, prevent, mitigate and -if necessary- remediate both real and potential negative impacts on human rights. These practices are aligned with the *United Nations Guiding Principles on Business and Human Rights* and the commitments of the International Council on Mining and Metals (ICMM).

Based on these principles, we do not tolerate or contribute to any of the following conducts, and we reject them categorically:

- Any form of torture, cruelty, human trafficking, or forced labor.
- Any form of exploitation, harassment, or intimidation.
- Sexual harassment as well as physical or psychological violence.
- Any form of discrimination based on gender, race, religion, sexual orientation, or any other kind.
- Excessive use of force by private or public security staff.
- Any form of child labor.
- Any form of corruption, money laundering, or similar criminal activities.
- Any form of support or financing to armed groups and/or terrorist activities.

Furthermore, we are committed to:

- Providing a safe and healthy work environment for our employees and contractors.
- Providing appropriate working conditions which include: paying a living wage, offering training and development opportunities, respecting the rest period, and complying with current labor laws.
- Ensuring equal salaries between men and women with similar experience, training, and responsibilities.
- Respecting the freedom of association and the right to collective bargaining of our employees and contractors.
- Respecting the rights, traditions, cultural heritage, and livelihoods of the communities we have a relationship with, taking into consideration vulnerable groups and indigenous peoples. We promote appropriate listening and engagement channels as well as mechanisms to avoid, prevent, mitigate and/or remediate potential negative impacts.
- Making every effort to prevent involuntary displacement of family groups and/or communities. When this is not possible, implement measures to prevent, mitigate and/or compensate potential negative impacts and improve the living standards of the people affected.
- Applying the Voluntary Principles on Security and Human Rights in our security management.
- Providing effective grievance mechanisms to listen to our employees and third parties' concerns and take prompt measures to address identified issues.
- Assessing our potential risks and impacts on human rights with a mine life-cycle approach, updating them whenever significant changes occur, new projects are implemented, or at least every three years.

This policy applies to Minsur, its subsidiaries companies, joint ventures, and new businesses. Furthermore, we promote the adoption of these principles by our business partners, customers, suppliers, and contractors.

Lima, July 12 of 2023



Juan Luis Kruger Sayán
Chief Executive Officer