

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 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.