

Civil Security Policy

1. POLICY STATEMENT

- 1.1 Hochschild Mining PLC (the Company) is committed to the safety of its people, whether directly employed or contractor personnel, as well as other stakeholders such as suppliers local communities. The Company also seeks to protect its operations and assets. Both of these commitments are made in full respect of human rights, in alignment with the Voluntary Principles on Security and Human Rights (the Principles).
- 1.2 This policy applies generally to the Company's employees, contractors, and suppliers, and specifically to its civil security personnel and suppliers that provide security services.

2. RESPECT FOR HUMAN RIGHTS

- 2.1 The Company is committed to respecting human rights throughout all operations, projects, and administrative offices.
- 2.2 Company security practices will uphold the dignity and rights of all individuals, including employees, contractors, suppliers, local communities, and other stakeholders.
- 2.3 Civil security personnel will act with professionalism and respect for human rights at all times.

3. COMPLIANCE WITH LAWS AND STANDARDS

- 3.1 All civil security activities will comply with the Principles, as well as the laws and regulations in force in each country of operation, fulfilling the specific obligations applicable in each jurisdiction.

4. RISK-BASED APPROACH

- 4.1 Civil security measures will be based on a detailed risk assessment.

5. CIVIL SECURITY PERSONNEL MANAGEMENT

- 5.1 Civil security staff will receive appropriate training on human rights, proportional use of force, conflict management, and cultural sensitivity.
- 5.2 Background checks and vetting will be conducted on members of civil security staff through publicly available databases to ensure their suitability and the safety of those based in the operations, projects, and administrative offices of the Company.
- 5.3 The Company will not tolerate or support any form of human rights abuse, corruption, or misconduct, which will result in disciplinary action being taken, including immediate dismissal.

6. ENGAGEMENT WITH COMMUNITIES AND STAKEHOLDERS

- 6.1** The Company will maintain transparent and respectful communication with local communities and stakeholders regarding civil security arrangements. Community and stakeholder concerns related to civil security will be addressed promptly and constructively.
- 6.2** Collaboration with public security forces will be conducted with respect to human rights and in alignment with the Principles.

7. USE OF FORCE

- 7.1** As a private enterprise, the Company reserves the right to adopt legitimate measures to protect people, facilities, and assets, whilst at the same time observing the principles of legality, necessity, and proportionality.
- 7.2** Civil security personnel shall only employ the use of force as a last resort which will be limited to the minimum level necessary and proportionate to the protection of its people and property.
- 7.3** The use of firearms and other weapons will be allowed under strict conditions and in compliance with the legal requirements of the relevant jurisdiction.

8. MONITORING AND REPORTING INCIDENTS

- 8.1** All security incidents, and particularly those with possible human rights impacts, shall be reported, investigated, and documented transparently.
- 8.2** The Company encourages the use of reporting mechanisms, such as the Whistleblowing Portal, for grievances related to civil security practices.

9. CONTINUOUS IMPROVEMENT

- 9.1** Reviews will be conducted periodically to improve civil security performance and alignment with the Principles.
- 9.2** The Company commits to learning from incidents and acting on feedback with regards to its civil security practices.

Approved by the Board of Directors of Hochschild Mining PLC

20 November 2025