

## **SILVERCORP METALS INC.**

### **Human Resources Policy**

Silvercorp Metals Inc. embraces a people-centric governance approach, prioritizing 'building a robust enterprise through talent.' Human resources management is key, aiming to enhance talent value and strengthen organizational capabilities.

Our Human Resource Policy establishes employment practices for Silvercorp to uphold and demonstrate our commitment to respecting fundamental human rights, promoting equal employment opportunities, inclusion and diversity, and maintaining a workplace free of discrimination, harassment, and retaliation. We incorporate best practices in alignment with the Global Inclusion and Diversity Standard, International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and Standard of Conduct and Non-Discriminatory Treatment in Employment, in accordance with relevant local laws and regulation.

Silvercorp is committed to:

#### **1. Equal Employment**

- Equal employment opportunities for all, irrespective of gender, age, nationality, ethnicity, race, religion, disability, sexual orientation, or marital status, in accordance with relevant local laws and regulations.
- Prohibition of child labor, forced, or compulsory labor.

#### **2. Compensation Management**

- Competitive employee remuneration.
- Fair and reasonable compensation system, adhering to local legal standards.
- Prompt adjustments of employee compensation based on local market changes.
- Compliance with legal standards for working hours, overtime, and timely salary disbursement.

#### **3. Performance Appraisal**

- Fair performance management with regular assessments.
- Diverse appraisal methods, including multi-source feedback and continuous performance reviews.
- Linking appraisal results to performance-related wages and incentives.

#### **4. Talent Development**

- Systematic talent development and diverse career options.
- Opportunities for promotion and career advancement.

#### **5. Employee Benefits and Working Conditions**

- Comprehensive benefits including social insurance and various leaves.
- Safe and healthy work environment; making psychological counseling available for employees' well-being.

- Engagement in cultural and sports activities.
- Regular employee satisfaction surveys and feedback mechanisms.

**6. Freedom of Association**

- Respecting employees' rights to association and collective bargaining.

**7. Eliminate Discrimination and Harassment**

- Zero tolerance for discrimination and harassment.
- Creating a safe and inclusive work environment.

**8. Whistleblowing**

- Multiple methods to access whistleblowing channels.
- Protection of whistleblowers' privacy and safety, ensuring no retaliation.

**Scope of Application**

The Human Resources Policy applies to Silvercorp Metals Inc., its subsidiaries, and contractors. Silvercorp actively encourages our partners, including suppliers, consultants, agents, and other business associates, to comply with this policy.