

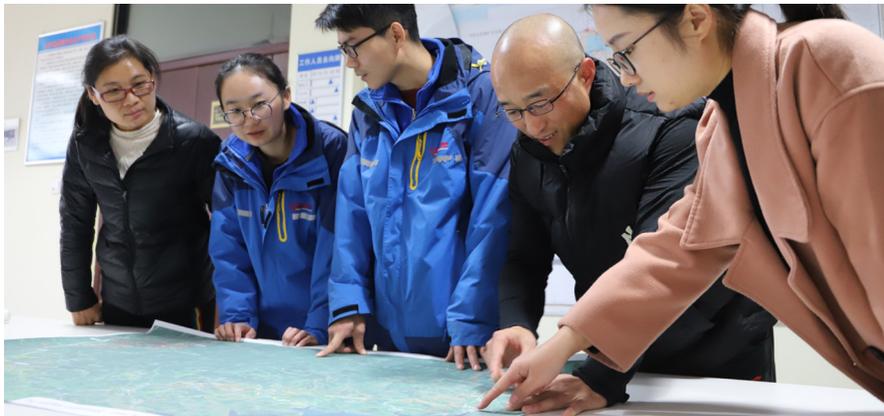
Our People

At Silvercorp, we believe our people are our greatest asset. We strive to create a safe, diverse, and inclusive space for our entire workforce and aim to be an employer that attracts and retains the best talent possible. To do this, we are committed to investing in our people and respecting human rights across our operations. We believe having a large variety of cultures, backgrounds, and knowledge can lead to innovation and stronger relationships with the communities we operate in and increase success across all areas of our business.

Human Rights, Diversity, and Inclusion

Silvercorp's hiring practices are compliant with all applicable laws and regulations in the countries in which we live and operate. We are an equal opportunity employer and strive to eliminate the use of personal characteristics or circumstances, such as but not limited to, gender, age, nationality, ethnicity, or religious belief in our hiring practices and business as they impede equal employment opportunities. Our employment decisions are based on suitability and skillset, and do not take into account any personal characteristics or circumstances as we believe they are unrelated to the performance of one's duties within our company.

In 2021, our board of directors adopted the Human Rights and Diversity and Inclusion statements to further affirm our commitment to creating a safe, inclusive, and equal workplace free of discrimination.



Our geologist

Human Rights Statement

Silvercorp is committed to supporting the human rights of our employees, local community members and all other stakeholders affected by our operations. We do not tolerate human rights abuses throughout any of our business activities, including child labour or forced labour of any kind. We strive to comply with all applicable regulations and laws and endeavor to act in accordance with the International Bill of Human Rights, the Universal Declaration on Human Rights, and the UN Voluntary Principles on Security and Human Rights. All Silvercorp employees are expected to uphold and respect the human rights of others, including but not limited to complying with the Company's Code of Business Conduct & Ethics, Anti-Corruption Policy and other Company policies and procedures.

Diversity & Inclusion Statement

At Silvercorp, we strive to integrate diversity and inclusion into all aspects of the Company and are committed to building a safe and inclusive space for all. Our core values of, Respect, Equality, and Responsibility, guide our efforts and are at the forefront of our decision making across all levels. We value diversity and are dedicated to the equitable treatment of all persons regardless of gender, race, ethnicity, nationality, religion, disability, age, culture, or sexual orientation. We recognize that building an inclusive workplace means providing equal opportunities and safe working environments, as well as cultivating and maintaining a Company culture based on fairness and respect. We are committed to implementing such values and opportunities Company wide and aspire to eliminate the barriers that interfere with such opportunities. Ultimately, we believe our people are our greatest asset, and our commitment to integrating diversity and inclusion will not only make us a better Company but will also help us retain and attract the best workforce possible.