

# Human Rights 2.3

Silvercorp is committed to respecting internationally recognized human rights across its global operations. Guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Conventions, and the ICMM Mining Principles, the Company complies with applicable labor and human rights laws in all operating jurisdictions, integrates human rights due diligence into its business processes, and maintains zero tolerance for child labor, forced labor, and all forms of discrimination.

## 2.3.1 Human Rights Commitment

The Company is committed to respecting internationally recognized human rights throughout its global business activities and commercial relationships. It complies with applicable labor, human rights, land, community, and security laws and regulations in its operating jurisdictions and is guided by internationally recognized frameworks, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights, the UN Declaration on the Rights of Indigenous Peoples, and the ILO Declaration on Fundamental Principles and Rights at Work. It has published the Silvercorp Human Rights Protection Policy and the Supplier and Contractor Code of Conduct and encourages its business partners to uphold the principles set out in these policies.

The Company continues to strengthen its human rights due diligence mechanisms by progressively integrating human rights risk identification, prevention, mitigation, remediation, and monitoring into employee and contractor management, supply chain management, project development, community engagement, land use, and security management, thereby supporting the implementation of its human rights commitments across its operations and business relationships.

The Board Sustainability Committee oversees human rights. The ESG Management Center reviews progress on human rights, diversity, and inclusion. Senior representatives from across the business form a Human Rights Working Group responsible for identifying and assessing current and emerging human rights risks across the Company's operations, while corporate functions and operating subsidiaries are responsible for implementing the Company's human rights commitments.

### Policy Disclosure

Please click the link or scan the QR code to access the document

Silvercorp Human Rights Protection Policy



### Silvercorp's Human Rights Commitments

- Maintain zero tolerance for human rights violations, including child labor and all forms of forced labor
- Comply with applicable laws and regulations while aligning with internationally recognized human rights standards and principles
- Require all employees to respect the human rights of others and comply with the Company's Code of Business Conduct and Ethics, Anti-Corruption Policy, and other applicable policies and procedures
- Treat everyone fairly and with respect, regardless of gender, race, ethnicity, nationality, religion, disability, age, culture, or sexual orientation

### 2.3.2 Human Rights Due Diligence

The Company is continuously improving its human rights due diligence mechanisms by integrating human rights risk identification, prevention, mitigation, and monitoring throughout operational management, contractor management, supply chain management, project development, and community engagement. Considering the nature of the mining industry and the Company's operating footprint, we focus on issues such as labor rights, non-discrimination, occupational health and safety, child and forced labor, community impacts, land use, Indigenous Peoples' rights, and security practices, identifying and monitoring potential human rights risks through internal reporting channels, contractor audits, community engagement, and grievance mechanisms.

During the project development phase, the Company identifies potential human rights risks through environmental and social impact assessments (ESIAs), community baseline surveys, stakeholder engagement, legal compliance reviews, and contractor prequalification. During the project operation phase, the Company monitors human rights risks through employee grievance channels, community grievance mechanisms, contractor oversight, internal reviews, and community engagement activities, and takes corrective actions and strengthens management practices where necessary.

#### Case Study

#### Integrating Human Rights into Management – Due Diligence Practices at the El Domo Project

During the development of the El Domo Project, the Company integrated human rights due diligence into environmental and social risk management, focusing on potential impacts on employees, contractors, suppliers, communities, and land-related stakeholders.

##### Identification and assessment

The project identifies and assesses risks related to labor rights, non-discrimination, occupational health and safety, child labor, community engagement, and land use, and tracks, records, and responds to relevant matters through internal communication channels and case management mechanisms.

##### Contractor and supply chain management

The project sets out human rights requirements through its Contractor Employer Compliance Monitoring Policy and Procedures, prohibiting discrimination based on gender, age, marital status, religious belief, and prohibits the employment of minors. These requirements are incorporated into contractor prequalification, compliance reviews, and ongoing monitoring processes.

##### Land use and community relations

The project complies with applicable Ecuadorian laws and is guided by the IFC Performance Standards. All project activities are conducted only after the required land use rights have been legally obtained. For matters involving third-party rights, the project adheres to the principle of prior consultation and agreement, ensuring that land use and community interaction processes are lawful, transparent, and traceable.



### 2.3.3 Grievance and Remedy

The Company regards grievance mechanisms as an important channel for identifying, addressing, and remediating potential human rights impacts. Multi-channel grievance and feedback mechanisms are available for employees, contractors, and communities, enabling stakeholders to raise concerns through hotlines, email, written submissions, face-to-face communication, and other appropriate channels. The Company prohibits retaliation against anyone who raises concerns in good faith and handles all grievances through documented processes, including registration, review, investigation, response, and corrective action.

For employees, the Company provides internal grievance and whistleblowing channels covering labor rights, discrimination, harassment, forced labor, workplace conduct, and other employment-related matters. At the community level, each operating region has established grievance mechanisms tailored to local legal requirements, cultural context, and project characteristics. Grievances involving human rights, environmental, legal, or reputational risks are managed through the Company's escalation procedures and subject to further assessment and appropriate action.

### 2.3.4 Responsible Security Practices

The Company recognizes that security arrangements at mining projects may have human rights implications for employees, contractors, and surrounding communities. The Company is guided by the Voluntary Principles on Security and Human Rights and applies them to security practices in areas such as risk assessment, personnel screening, training, proportionality in the use of force, incident reporting, and grievance handling. The Company requires its own security personnel and security service providers to comply with applicable laws, the Company's Code of Conduct, and human rights requirements, and strictly prohibits the unlawful or excessive use of force, threats, intimidation, discrimination, or retaliation.

In daily operations, the Company prioritizes communication, prevention, and coordination to address external security incidents or community-related concerns. For matters involving public safety or community relations, security teams coordinate with public relations, community relations, and relevant functional departments to avoid unnecessary adverse impacts of security measures on community members. In Fiscal 2026, each operating region conducted human rights and professional skills training for security personnel based on operational needs and project circumstances.

Fiscal 2026

Proportion of security personnel who received human rights training

94%

### 2.3.5 Artisanal and Small-Scale Mining (ASM)

Artisanal and small-scale mining (ASM) may involve multiple impacts related to livelihoods, land use, resource access, safety, environmental protection, and human rights. The Company has incorporated ASM-related considerations into its community and human rights risk monitoring framework. Based on information from the Company's community relations teams and project site management during the reporting period, no significant ASM activities with direct spatial overlap and material impacts were identified in the vicinity of the Company's major operating and development projects within the reporting boundary. If ASM activities with potential spatial overlap or interaction with Company projects are identified in the future, the Company will conduct risk assessments and stakeholder engagement in accordance with applicable laws and international good practices. The Company will seek to avoid forced displacement or actions that may adversely affect local livelihood, and where appropriate, explore measures such as responsible engagement, safety management, formalization support, and livelihood alternatives.

