

**CASE** Carrying out Human Rights Training to Raise Employees' Awareness of Human Rights Protection

In Fiscal 2022, Silvercorp organized an online training session on "Respecting and Protecting Human Rights" in March 2022, covering content on human rights protection in the newly revised *Employee Handbook*, as well as relevant laws and regulations. A total of 1,340 employees of Silvercorp's subsidiaries in China participated in the training, which helped deepen their understanding of human rights protection, including specific issues such as discrimination and harassment. After the training, the participants not only developed better standards to regulate their own behaviors and a stronger awareness to protect their rights, but also gained greater awareness of respecting the rights of local community members and other stakeholders that are affected by the Company's operations.



Employee training on human rights protection

## Employee Rights Protection

In Fiscal 2022, the Company had no incident of forced labor, nor did it employ any child labor (under the age of 16). The Company signs the *Collective Salary Negotiation Contract*, the *Special Collective Contract on Workplace Safety and Health*, and the *Collective Contract for the Protection of Special Rights and Interests of Female Employees* with the trade union to protect the legitimate rights and interests of employees.

**Performance Data**

Labor contract signing rate

**100** %

Social security coverage

**100** %

In order to protect the basic rights and interests of employees, the Company has established trade union organizations; employee representative meetings are the basic communication channels with employees. For detailed information, Please refer to Section *Employee Communication and Engagement*(P82).

**Performance Data**

Percentage of labor union participation

**100** %

Collective contract signing rate

**100** %

The Company has established a robust employee grievance mechanism. Employees can call hotlines or e-mail to report any violations of human rights or of other legitimate rights and interests of employees, such as cases of harassment, discrimination, forced labor, etc. For

detailed information on the whistleblowing mechanism and the whistleblower protection system of the Company, please refer to Section *Whistleblowing Mechanism and Whistleblower Protection*(P31).

## Working Together with Local Communities

### Working Together with Local Communities

The Company is committed to creating sustainable value in the communities where we operate. A dedicated Vice General Manager has been appointed at the Ying Mining District and GC Mine to be responsible for the community relations management, working together with the Company's Environment Department and Human Resources Department to formulate the community engagement plan and maintain effective dialogue with the local government, NGOs (non-governmental organizations), and community residents on matters such as land use, recruitment, infrastructure construction, and charitable activities.

The Company welcomes any feedback or suggestions from the community and regularly visits surrounding communities to seek their input and listen to their concerns. If any disagreement is not immediately resolvable, the Company would seek assistance from the local government to facilitate the discussion and reach a mutually acceptable solution. In Fiscal 2022, in order to construct a 3,000 tonnes per day mill

and a new tailings storage facility ("Shimengou TSF"), Henan Found negotiated with local communities and leased the required land from the Zhuangtuo Village and Maocaowa Village.

In Fiscal 2022, no unresolved disagreement that impacted the Company's operation was reported.

**Hotline Numbers:**

If Silvercorp has negatively impacted your community, please notify us via the following hotline numbers.  
 Ying Mining District in the Henan Province,  
 China : 01186379-66061189  
 GC Mine in the Guangdong Province,  
 China: 01186766-6662636

### Community Development Action Management System

**Vice General Manager, China Operations**

Mr. Peng Lichang

**Henan Found**
**Vice General Manager of ESG/  
Public Relations**

Mr. Li Xuehui / Mr. Xiao Hongxun

Public Relations Department

ESG/Environment Department

Administration and Logistics Department

Human Resources Department

**Guangdong Found**
**Vice General Manager of ESG/  
Public Relations**

Ms. Guo Yan / Mr. Bai Xiangming

Public Relations / Logistics Department

Environment Department

ESG/Administration Department

Human Resources Department

### CASE Basketball Friendship Game Between Guangdong Found and Gaocun Township

In Fiscal 2022, Guangdong Found and Gaocun Township Government co-hosted two basketball friendship games for its employees, government employees, and local residents. The games not only promoted communication between the three parties, but also provided a platform for people to meet and learn from each other.



Friendship basketball game with Gaocun Township Government

### Land Use, Resettlement and Reclamation

Mining operations often impact the land in surrounding communities. The Company acquires all required land use rights in compliance with applicable laws and regulations and with reference to the industry's best practices. We consult and negotiate with local residents, community representatives and other stakeholders to acquire or lease land use rights with fair financial compensation to the affected residents. We also actively arrange jobs for the affected residents, contracting out small-scale projects, and encouraging them to participate in

the Company's mineral transportation business to help them improve their living conditions. In addition, the Company periodically reviews and assesses the environmental impact of its operations. A significant amount of funds has been set aside for environmental protection and land reclamation activities and timely ecological reclamation have been achieved.

### Support Local Development

#### Giving Back to Communities

Silvercorp is committed to supporting the development of local communities, including but not limited to financial support to help build infrastructure, upgrade drinking water facilities, and fund education assistance programs. Henan Found has developed a community investment program with the local government to re-invest in nearby townships to

support infrastructure construction and cultural and education development. Henan Found and Guangdong Found also carry out various donations and developmental assistance.

In addition to the taxes and fees paid to various levels of government in China, in Fiscal 2022, the Company also contributed approximately \$3.7 million to social programs, including

\$3.1 million contribution to the local county to help improve local infrastructure and environmental protection

\$0.2 million donation to local community for a clean water access project

\$0.2 million donation to Red Cross for the flood relief after the heavy rainstorm in the Capital City of Henan Province in July 2021

\$0.1 million donation to promote community health and poverty reduction in local communities, with an emphasis on children and seniors, with periodic visits and subsidies

\$0.1 million donation to institutions in scholarship or education assistance programs to support children's education at the local and national levels

### Drive Local Employment and Economic Development

The Company strives to provide a variety of employment opportunities for local people of working age, such as directly providing jobs by employing local residents, selecting local residents as logistics contractors, hiring local construction teams, and indirectly creating jobs by promoting the development of local catering, trade and businesses in villages and towns in the mining areas. The Company also gives priority to hiring disabled people locally with proper capabilities. As of the end of Fiscal 2022, there were 15 disabled employees hired by the Company to perform jobs that fit their capabilities and were paid equally compared with other employees in the same position.



Community students visiting core catalogs

Actions in Fiscal 2022 (In thousands of \$)	Henan Found	Goungdong Found	Total
Agricultural products and foods purchased from local communities	1,091	257	1,348
Employment from local cities	694	135	829
Projects contracting to local community residents	5,198	371	5,569

Local Employment	Fiscal 2022				Total
	Ying Mining District	GC Mine	Other Projects	Administration	
Number of employees from local province	824	135	5	7	971
Percentage of employees from local province (%)	81.58	50.37	83.33	13.46	72.46