

Occupational Health and Safety

Occupational Health and Safety Management System

Management System Certification

In Fiscal 2022, Henan Found and Guangdong Found successfully passed the ISO 45001 Occupational Health and Safety Management System Certification, meaning that 100% of Silvercorp operations are now ISO 45001 certified. Other planned Silvercorp projects will seek ISO 45001 certification as soon as they become operational.



Occupational Health and Safety Management System Certification of Henan Found



Occupational Health and Safety Management System Certification of Guangdong Found

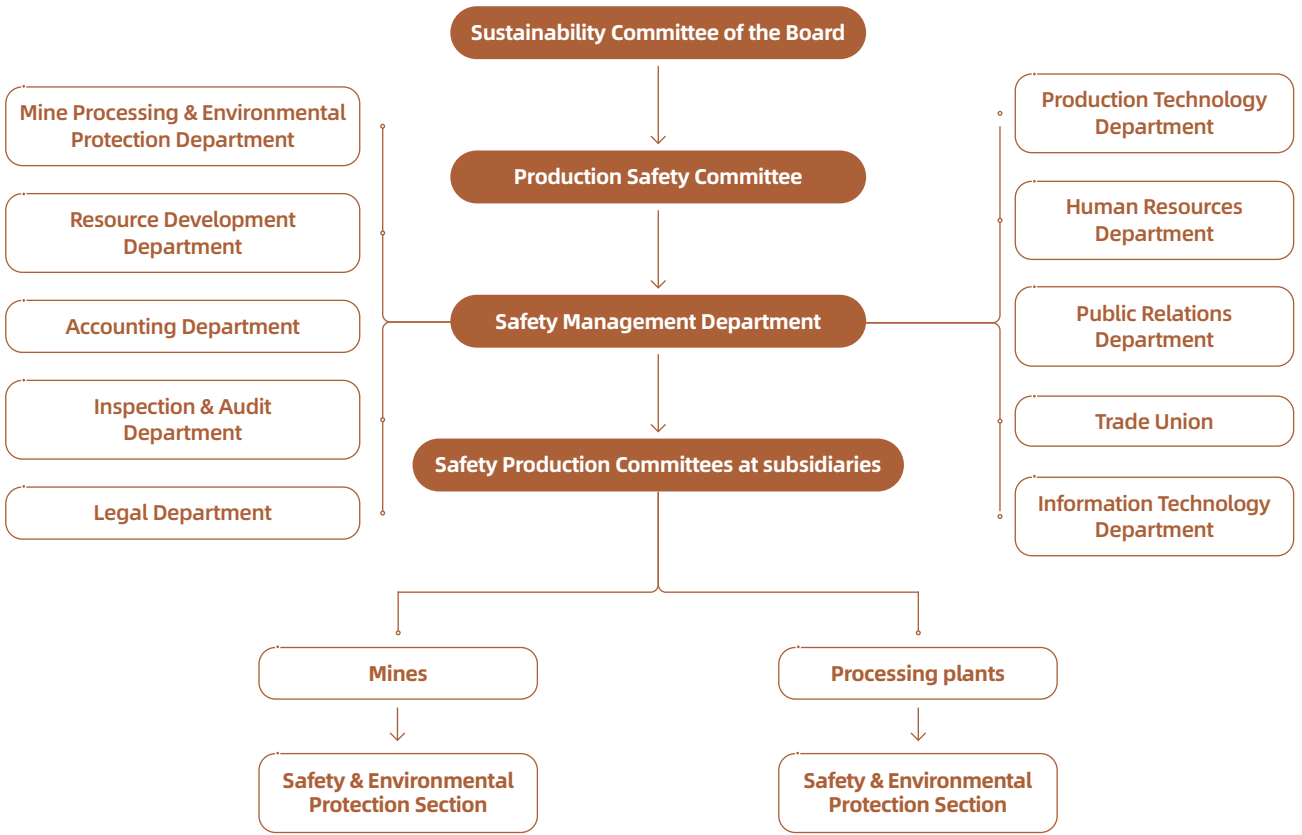


Guangdong Found employees preparing for the certification application

Management Structure

In Fiscal 2022, the Company enhanced its safety management system, placing production safety and occupational health under the direct oversight of the Board of Directors through the newly established Sustainability Committee of the Board of Directors, chaired by Ms. Marina Katusa. At the management level, we established the Production Safety Committee, chaired by Vice General Manager, Mr. Peng Lichang, and implemented

by the Safety Management Department with support from other departments at the Beijing Management Center. At the implementation level, all subsidiaries have set up a Production Safety Committee, with the Safety Department or Emergency Management Department as the operation unit, and the Safety and Environmental Protection Section of mines and processing plants responsible for the implementation of specific tasks.

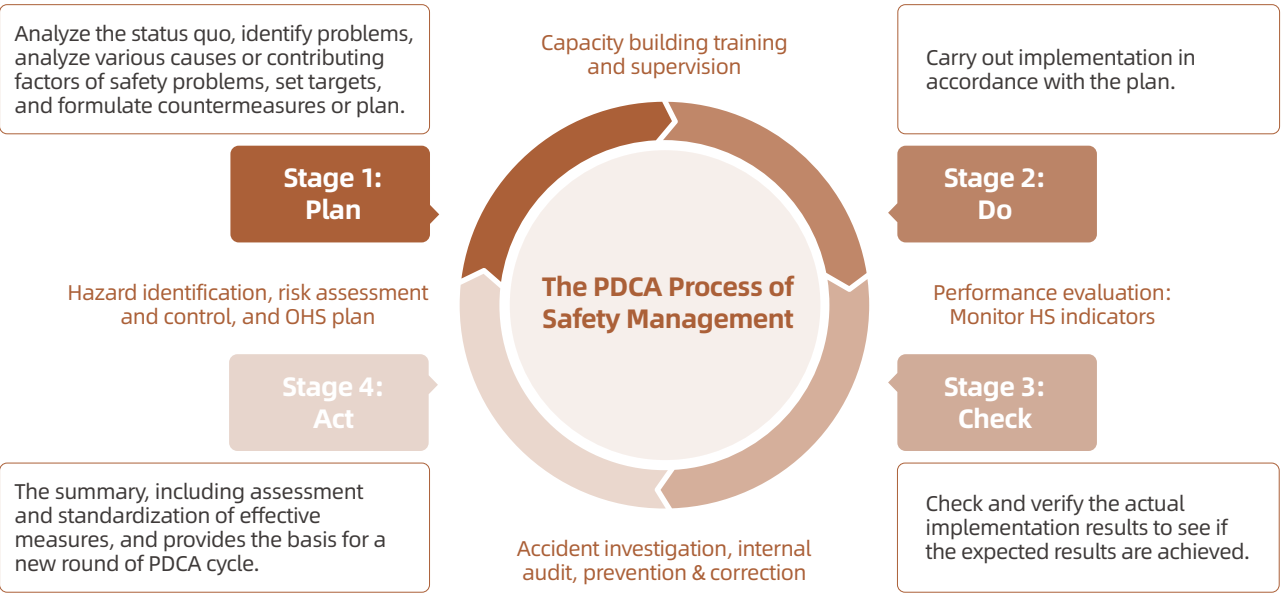


Safety Targets

At the beginning of each year, our subsidiaries formulate their annual Ecological Environmental Protection Work Plan, which defines their annual safety production targets for the year.

Safety Targets	
<ul style="list-style-type: none">0 incident of work-related death or serious injury0 incident of serious equipment-related accidents0 incidents of injuries from major fire, explosion, and poisoning accidents0 incidents of injuries from occupational accidents	<ul style="list-style-type: none">0 incident of traffic accidents in mining areas100% certification rate for special operation personnel100% pass rate of safety training100% pass rate of special equipment inspectionsMaintain the title of "Safety Enterprise"

Management Mechanism



Developing Production Safety Policies

Silvercorp is dedicated to the construction of an effective production safety system and has formulated hundreds of specific safety policies. As early as 2019, we mobilized our resources of the whole group to compile the *Handbook of Metal Mine Safety Production Refinement Management and Digital Transformation*, comprehensively evaluating safety related risks for the Company, formulating corresponding measures, and integrating these measures into the digital management process to realize information-based dynamic monitoring of the implementation of the safety production policies.

Actions in Fiscal 2022

- Revised the *Safety Production Responsibility System*, the *Safety Production Management System*, and the *Safety Operation Regulations* regarding the production and operation of the Company in accordance with the newly formulated *Safety Production Law* and the *Safety Regulations for Metal and Non-metallic Mines* that officially came into force in 2021, comprehensively ensuring the timely and effective operation of the Company's safety production system.
- Henan Found and Guangdong Found each modified six safety management regulations in an effort to continuously optimize their safety management system.
- The two subsidiaries established occupational health and safety management targets, and broke them down to sub-targets for various departments.
- Established the Occupational Health and Safety Management System Internal Audit Team during the process of completing the ISO 45001 certification, developed internal evaluation forms and carried out internal evaluations, and ensured all deficiencies found during internal and external evaluations were fully corrected and rectified.
- Compiled and optimized several control programs according to the requirements of the QSE/En system.
- Systematically reviewed the lists of safety-related laws and regulations, occupational health-related laws and regulations, and safety records.
- Revised and optimized the occupational health responsibility system, operating procedures, and production safety management system.

Production Safety Operation Mechanism and System Guarantee

Dual Prevention Mechanism

The Dual Prevention Mechanism serves as a firewall against safety accidents and consists of two phases: risk classification and risk management. In the first phase, a potential safety hazard is identified and sorted into four levels according to the severity of its consequences and probability of occurrence under existing safety procedures; in the second phase, further investigation assesses the deficiencies in existing safety procedures, allowing for timely corrective measures to be made. This process is then repeated after safety procedures have been revised. By taking preemptive action to address potential risks and regularly reviewing safety procedures, we can minimize the potential for accidents.

Silvercorp has promoted the development of the Dual Prevention Mechanism through the establishment of the Dual Prevention Mechanism Safety Standardization Working Group, which works to oversee its planning and implementation. The Working Group links the facility operations database, the work activities database, and the corporate risk database to the results of routine hazard inspections using the Eblog App, ensuring that the processes of risk classification and risk management are recorded in their entirety.

Three-Party Safety Confirmation System

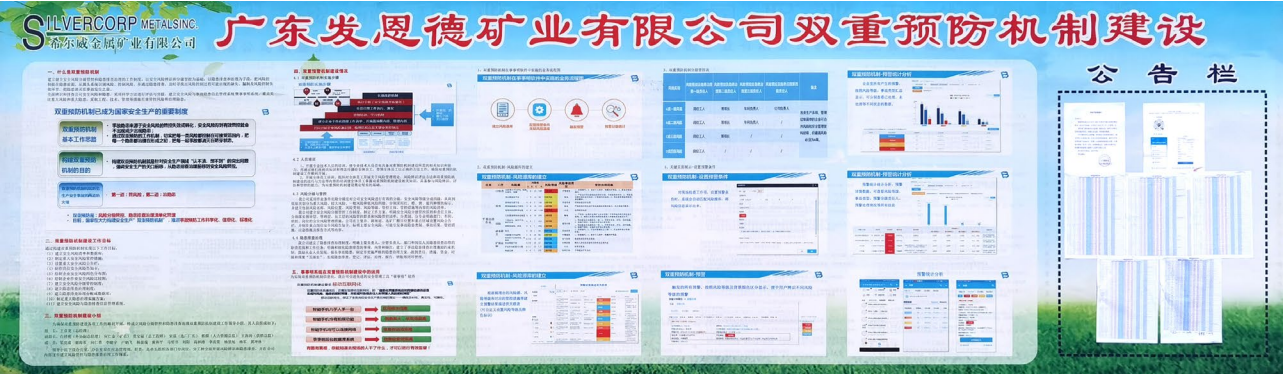
The Three-Party Safety Confirmation System is a comprehensive safety supervision and inspection system initiated by Henan Found. The safety of each mine work operation must be inspected and confirmed by three individuals, (1) a senior Silvercorp technical personnel, (2) the Contractor Manager, and (3) a mining crew team leader, before it can commence. Any safety risks or deficiencies that are identified must be dealt with immediately and the safety of the operations must be confirmed by the three parties once again, with all three parties present during the whole process. By implementing this system, we can ensure the safety of our operations with "pre-conditioned prevention on each detail, and by all accountable parties".



A three-party safety confirmation process is carried out using the Eblog App

Risk Management

Silvercorp believes that workplace injuries are preventable and has been continuously improving prevention and management efforts to eliminate occupational health and safety risks as much as possible through the identification, assessment and classification of risks. In Fiscal 2022, as part of the ISO45001 certification, the Company further improved its risk identification and management process, conducted a comprehensive identification and assessment of its occupational health and safety risks, and updated the safety risk assessment list, the risk classification list, the hazard investigation and management list, and the major risk list.



Dual Prevention Mechanism Safety Awareness bulletin board

Safety Performance

Safety Accidents	Fiscal 2022	Fiscal 2021	Fiscal 2020
Number of lost time injuries (LTI) (case) ⁽¹⁾⁽²⁾	5	6	7
Lost work time (hour) ⁽¹⁾⁽³⁾	7,930	3,008	7,850
Number of work-related injuries (case) ⁽¹⁾⁽⁴⁾	5	6	7
Lost time injury rate (LTIR) ⁽¹⁾⁽⁵⁾	0.55	0.65	0.84
Number of work-related fatalities ⁽¹⁾	0	0	0

Note 1: Includes contractors.
Note 2: Number of lost time injuries are the number of incidents of employees leaving their jobs due to occupational health and safety accidents during work hours.
Note 3: Lost work time (h) refers to the number of lost work hours corresponding to each lost time injury.
Note 4: Number of work-related injuries refers to the number of lost work hours and casualties defined as work injuries by the *Work Injury Insurance Regulations*.
Note 5: Calculation of lost time incident rate (LTIR): (Number of lost time injuries/Work hours)*1 million hours.

Occupational Health and Safety Capacity Building

Safety Awareness Building Activities

Training

The general manager of each subsidiary organizes an annual safety training plan to ensure that every employee meets or exceeds the statutory 20 hours per year requirement. New employees are strictly required to complete the 72-hour safety training program. Mining crews receive regular safety training on the 10th, 20th and 30th day of each month.

Cultural awareness

Safety themed bulletins, posters, banners, slogans, warning signs, and safety hazard reminders are placed in prominent positions in mining areas to enhance the awareness of the safety culture. Mining crews hold pre-shift meetings and recite the safety oath before work commences. Silvercoyp organizes a safety knowledge contest every June.

Activities

Regularly organize and carry out safety activities, such as the Safety Production Month, Family Visit, Safety Lantern Riddle Guessing, Safety Knowledge Contest, and Safety Awareness Day.

Assessment mechanism

Urge employees who violate safety regulations and have poor safety awareness to improve through assessments.

Safety Training

The Company has formulated and implements the *Production Safety Training System*, actively carrying out various safety education and training programs to improve the risk prevention awareness and accident prevention and handling capabilities of all workers. In Fiscal 2022, the Company conducted a total of 2,188 safety training sessions, with an average training time of 41.07 hours per person, a year-on-year increase of 17.68%.



Organizing Safety Activities

The Company regularly carries our safety-themed activities to promote safety knowledge, raise employees' safety awareness, build a safety communication platform, and promote communication and sharing among employees. The colorful activities also enrich the daily life of people work at the mines.

CASE

"Ear Caring Day" at Guangdong Found

The mineral processing process of mine production has a noisy environment. Besides providing workers with standard protective equipment such as earplugs, the Company also actively carries out awareness raising activities to urge the employees to pay attention to "Ear Care", caring for the hearing health of employees, sharing knowledge and tips on hearing protection, and enhancing the employees' awareness of caring for and protecting their hearing.



The "Ear Caring Day" event



On March 3, 2022, the 23rd National "Ear Caring Day" in China, Guangdong Found organized a "Caring for Hearing Health, Listening to a Wonderful Future" themed event, during which occupational health management staff from the Company's Emergency Management Department distributed informational leaflets on hearing protection, answered questions from the audience, and conducted practical training on the correct wearing of hearing protective gears.

72 GRI: 403-5, 403-9, 403-10

GRI: 403-5, 403-9, 403-10 73

Emergency Prevention and Response

With a focus on prevention, active response, safety, and people, Silvercorp has established a robust emergency response system, regularly optimizes emergency plans, actively carries out special emergency drills, and conducts emergency training. The Company's emergency drills cover a wide range of themes, including falling, fire emergency, detonation of stored explosives, explosion of a pressure vessel, flood control of TMF, poisoning and suffocation, and other causes of occupational health and safety accidents.



Fire emergency drill at Guangdong Found

Actions in Fiscal 2022

Henan Found

Conducted 15 emergency drills and 23 on-site emergency rescue drills; carried out 24 emergency training sessions.

Guangdong Found

Conducted 3 special emergency drills and 3 on-site emergency rescue drills.

CASE Henan Found Organized Emergency Rescue Competition

On June 13, 2021, Henan Found organized the 2021 Production Safety Month Emergency Rescue Skills Competition. More than 40 rescue team members participated in three competitions, including the 30-meter stretcher run with respirator competition, the two-person two-roll fire hose connection and recovery competition, and the individual competition on using AED.

During the 30-meter stretcher run with respirator competition, participants simulated the emergency response process of receiving the emergency response notice, emergency team activation, and working together to successfully rescue trapped and wounded personnel, which showcased their emergency response and rescue capabilities to address safety emergencies. The competition enhanced the effectiveness of safety related training, learning, and exercise, as well as the development and optimization of relevant systems, and further strengthened the self-rescue and mutual rescue capabilities

of workers, building a strong defense line to deal with major safety risks and handle safety accident emergencies.



30-meter stretcher run with respirator competition

Management of Hazardous Materials

Silvercorp is committed to complying with the laws, regulations and international conventions of the countries where we produce and does not use any prohibited chemicals. The main hazardous chemicals involved in our production operations include nitric acid, hydrochloric acid, sulfuric acid, sodium peroxide, and potassium nitrate. Strict registration is required for the check-in, check-out, and use of hazardous chemicals,

which are kept in dedicated storage facilities equipped with both video and personnel surveillance. For explosives such as nitric acid, a cofferdam is built around the nitric acid storage tank area to contain the impact of the damage in case of tank leakage.

Production Safety Investment

In Fiscal 2022, the Company's total production safety investment reached \$5 million, with a year-on-year increase of 34.45% (converted from RMB). Ying Mining District underwent a safety evaluation and rectification and safety production license acquisition and renewal; China's update of the "Safety

Production Law" and "Safety Regulations for Metal and Non-metal Mines" in 2020 directly raised safety acceptance standards, resulting in a large amount of rectification work and higher safety production costs.

Production Safety Investment (In thousands of \$)	Fiscal 2022		
	Ying Mining District	GC Mine	Total
Total investment in safety production:	4,074	880	4,954
Investment in safety facilities and equipment	3,536	556	4,092
Investment in protective equipment	198	117	315
Investment in safety equipment testing	119	37	157
Investment in remediation of major hazards	131	6	137
Investment in production safety training	90	45	135
Other	0	118	118

Contractor Safety Management

The Company actively implements contractor safety management, applying the same standards for employees and contracted workers. In order to encourage contractor safety, we have included indicators such as contractor safety training and contractor safety performance in daily assessments of the safety management department.

Safety qualifications

Review the contractor 's mine safety production license and corresponding qualifications and exclude contractors who do not meet the qualification requirements.

Clarify safety management accountabilities

Sign production safety management agreements with all contractors, clarify their production safety management accountabilities, and urge them to implement production safety management responsibilities.

Whole process inspection

Strengthen the contractors' safety management practices and implement whole-process supervision and inspection of the contractor's operation site, such as on-site manager supervision in the mines, mine entry and exit well control of workers, special operator deployment, hazard investigation and management, and occupational disease prevention

Harmonized management

Achieve harmonized management of contractors by incorporating contractors into the Company's safety management system, including regular production safety meetings, monthly special meetings on safety, comprehensive safety inspections, tripartite safety confirmation, emergency drills, and the use of the Eblog App.

Safety education and training

Ensure the continuous improvement of the safety quality and skills of workers with strict safety education and training requirements for contractors, including requiring all workers to complete the three-level safety education and training before working at the mine site; all workers are required to attend monthly safety trainings.

Production safety assessment mechanism

Established the production safety assessment mechanism for contractors, including the annual production safety assessment for contractors, the monthly production safety performance assessment for management personnel of contractors, and the monthly selection of outstanding safety teams of contractors.

Occupational Health, Safety, and Well-being

Occupational Disease Prevention

Silvercorp attaches great importance to the prevention of occupational diseases. With the annual review and update of the *Work Plan and Implementation Plan for the Prevention and Control of Occupational Diseases*, the Company has developed an effective occupational disease prevention system, which is continuously optimized. The Company strictly implements the *Workers' Occupational Health Monitoring and Record Management System*, conducts regular employee health examinations, and maintains health records for all employees. We regularly hire qualified third-party organizations to conduct annual inspections of occupational hazard factors in the office and operating environment and post findings on staff bulletin boards for all to review. We also set up warning signs and warning instructions near job posts with serious occupational disease hazards and risks.

The Company provides employees with labor protection equipment that meet national or industry standards and regularly trains employees on the use of labor protection equipment. The Company also carries out a variety of activities, such as the Occupational Disease Prevention Law Awareness Week and the Occupational Disease Quiz Competitions, to

promote awareness of the *Occupational Disease Prevention Law* and relevant laws and regulations and strives to improve the working and living environment for employees to reduce the occurrence of occupational hazards and occupational diseases.



Occupational Health Examination

COVID-19 Prevention

The COVID-19 pandemic has had a significant impact on the production and operations of various industries around the world. The mining industry's main operations are located in remote areas, so the risk of the virus spreading among our workforce and within the communities where we operate can

be minimized with proper control of the source of infection. In Fiscal 2022, there were several outbreaks in Henan Province and Guangdong Province where we operate; due to our active control measures, however, there was no incident of employees contracting COVID-19 in our mining areas during the fiscal year.

Pandemic Control Measures

All personnel shall report their arrival date in advance and fill in the inspection form on the day they arrive at the Company. The heads of all mining areas and departments shall strictly implement the timely filing of the report.

Verify the health code and itinerary code of personnel returning to the mining area (plants) from other locations; in order to strictly control the risk of infection from the source, employees returning from within the province need to present a 24-hour negative COVID test certificate, and employees returning from other provinces need to present a 48-hour negative COVID test certificate before they are allowed to return.

Mandate mask-wearing, encourage vaccinations, and regularly disinfect public areas.

A photograph showing a group of people in a mining area. Some are wearing white protective suits and masks, while others are in casual clothing. They are gathered around a table with a sign that says '采样区' (Sampling Area). There are cardboard boxes and other items on the table.

Organizing staff for COVID tests

Mental Health

The Company has equipped each mining area with cultural, sports and entertainment facilities and regularly organizes psychological counseling activities, reducing the psychological impact of work pressure, remote life in the mining area, and the mental pressure from the COVID-19 pandemic and promoting the physical and mental health employees. In Fiscal 2022, the Company provided a total of 230 mental health related counseling sessions for employees.