

Actions in Fiscal 2022

Henan Found

In May 2021

organized the photography contest with the theme of "Awakening the Beauty of the Mine", which received over 240 submissions, including sceneries of mines, portraits, and employees at work, etc., demonstrating the achievements of green mine construction.

In May 2021

organized employees to participate in the Labor Day Chinese Chess Individual Tournament hosted by Luoning County Federation of Trade Unions, achieving excellent rankings.

organized more than 20 single employees to participate in the "Young Workers Meet" event in Luoning County, creating opportunities to help them build relationships.

In December 2021

organized 25 employees to participate in the New Year Hiking event organized by Xiayu Township, and communicated with nearby mining companies over the event.



In February 2022

organized the Lantern Festival Riddle Night event that participated by over 170 employees.

Guangdong Found

In September 2021

organized the autumn sports games with 31 teams of participants from the departments.

In September 2021

hosted the National Day Cultural Gala.

In October 2021

organized 11 single employees to participate in two networking activities in Yunfu City.

In January 2022

organized the 2022 New Year Cross Country Run, with nearly 100 employees participating.

In February 2022

hosted the Lantern Festival Riddle Night event.



Chinese Lantern Festival Riddle Night event at Guangdong Found

In March 2022

organized the "Ear Day" hearing health awareness raising event.

Supporting Employees in Need

In addition to bringing economic resources to employees in need by providing employment opportunities, the Company also supports employees in need with caring and financial support through the trade union, which maintains a list of employees in need and ensures that their conditions are duly taken care of. In Fiscal 2022, the Henan Found trade

union donated funds to 22 employees who suffered major incidents such as severe diseases or deaths of immediate family members, and visited 11 employees in difficulty; the Guangdong Found trade union organized condolence visits to 9 employees.

Human Rights Protection

As an international mining company, Silvercorp is aware of the importance of human rights protection and actively promotes its principles in our business, supply chain and the communities where we operate. In Fiscal 2022, the Company publicly released its *Human Rights Statement*, incorporated human rights protection policies in the *Employee Handbook*, and actively carried out human rights protection awareness training, comprehensively

enhancing its human right governance framework through public statements, policy formulation, and employee capacity building. In Fiscal 2022, there no were human rights violations, such as child labor, harassment, or forced labor, within the Company. In Fiscal 2023, the Company plans to further enhance its human rights governance capabilities and actively promote human rights protection for suppliers.

Human Rights Protection System

In Fiscal 2022, the Company formulated and publicly released the *Silvercorp Human Rights Statement*, striving to act in accordance with the *International Bill of Human Rights*, the *Universal Declaration on Human Rights*, and other relevant international conventions on human rights, and forbids human rights abuses throughout any of its business activities, including child labor or forced labor of any kind. The statement conveys the Company's determination to fully promote human rights protection.

In order to better promote the protection of human rights in supply chain, the Company is actively formulating the terms and agreements for human rights protection requirements for suppliers, which are expected to be integrated into supplier commitment agreements in Fiscal 2023 to urge its suppliers to actively fulfill their responsibilities.



The Silvercorp Human Rights Statement

In Fiscal 2022, Silvercorp's Beijing Management Center revised the *Employee Handbook* to include relevant content on human rights protection, promising to employees that the Company shall strictly abide by laws and regulations on human rights protection, protect the rights and interests of employees, and prohibit all forms of discrimination and unfair treatment:

- Fully respect the freedom and collective bargaining rights of employees and sign collective contracts with employees in accordance with relevant national laws and regulations.
- Prohibit all forms of discrimination, such as discrimination based on race, nationality, religion, gender, age, marital status, etc., to ensure fairness in terms of promotion and compensation adjustment of employees.
- Prohibit forced labor and punitive measures.
- Strictly abide by national laws and prohibit child labor.
- Actively fulfill social responsibilities and provide employment opportunities to the disabled.

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

