

Silvercorp Human Rights Protection Policy:

Silvercorp believes that respecting and promoting the human rights of all people provides sustainable social value for our employees, the communities where we operate, and society as a whole. Our human rights policies promote respect, equality, harmony, and mutually beneficial solutions for all of our stakeholders.

We strive to be consistent with several internationally recognized human rights frameworks including the global standard on business and human rights: The United Nations Guiding Principles on Business and Human Rights.

With the full support and participation of Senior Management, we have established a Human Rights Management System with a company-wide human rights framework. The Silvercorp Human Rights Statement reflects the company's policies and was adopted by the Silvercorp Board of Directors in order to raise employee awareness of human rights protection. We actively promote human rights protection across our company's operations.

Silvercorp is committed to:

Operating Within International Laws and Frameworks:

We will abide by globally recognized labour and human rights laws, regulations, and 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 UN Voluntary Principles on Security and Human Rights
- The UN Declaration on the Rights of Indigenous Peoples
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work

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 applicable Company policies and procedures.

Training:

We will actively promote human rights protection across the company and its subsidiaries group through our Employee Handbook and online training of subsidiary employees in order to deepen their understanding of Silvercorp's human rights policies and practices.

Child and Forced Labour:

We take a zero-tolerance approach to child labour and forced labour of any kind. They are prohibited in all of our operations, including those of our contractors. Silvercorp will comply with all child and forced labour and minimum working age laws and regulations in all of the areas where we operate. We will protect interns in accordance with relevant laws and regulations.

Fair Treatment:

We will not permit discrimination against employees due to age, race, religion, sex (including gender identity, pregnancy, and sexual orientation), national origin, disability, political beliefs, or marital status. We will work with all of our stakeholders to create a working environment that ensures dignity, security, equality, and freedom from harassment. We will provide a grievance protocol so that all human rights complaints are recognized and addressed in a fair and timely manner. We will provide remedies as required.

Hours of Work:

The working hours of our employees shall not exceed those defined by the labour laws in the relevant jurisdictions. If additional hours of work are required, workers will be paid the corresponding overtime rates of compensation.

Salary & Benefits:

We will pay our employees in full and on time. We will provide clear and understandable pay slips in accordance with local wage laws in the areas where we operate. We will comply with all laws regarding minimum wages, overtime pay, and statutory benefits. We will ensure that contractors pay labour remuneration to construction personnel on time and in full.

Respecting Indigenous People and Communities:

We acknowledge the UN Declaration on the Rights of Indigenous Peoples and respect the principles that it embodies including the principle of Free, Prior and Informed Consent (FPIC).

We recognize the unique nature of Indigenous peoples and will engage in meaningful consultation and dialogue with the effective representation and participation of Indigenous communities. We will assess the cultural, social, and environmental impacts of our operations and will secure free, prior, and informed consent prior to commencing operations on traditional Indigenous lands. We will seek opportunities to support Indigenous participation through employment, training, business development, procurement, and social investment partnerships.

We will avoid operating in areas that require involuntary resettlement of Indigenous peoples.

We will respect the rights, interests, culture, and beliefs of local people in the design, development and operation of our projects. We will engage in dialogue with local communities in order to establish cooperative mechanisms to protect local land resources and agricultural production facilities and provide sustainable benefits to local people and their communities.

Working Conditions:

We will promote and provide a healthy and safe workplace for our employees and contractors. We will work to eliminate violence, harassment, intimidation and discrimination in the workplace.

Living Conditions:

We will provide employees and contractors with clean and safe living quarters, sanitation facilities, drinking water, food, dining, and recreational facilities, as applicable.

Humane Treatment:

We will treat employees and contractor personnel humanely. We will not tolerate verbal insults, threats, corporal punishment, sexual harassment, or physical coercion of any worker.

Human Rights Due Diligence:

We will conduct regular human rights due diligence to identify and correct potential adverse impacts and risks related to human rights abuses in our business and value chain. We will actively promote human rights to our suppliers and contractors in order to improve their human rights performance.

Employee grievances and complaints will be addressed in a timely and fair manner.

Respect of Individual Rights:

We will respect and not interfere with any person who promotes or protects human rights through peaceful and lawful means.

Collective Bargaining Rights:

We will abide by the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We commit to respecting the rights of all employees to form and join trade unions voluntarily, to bargain collectively and to assemble peacefully. We will provide access to effective labour communication mechanisms (trade union organizations and employee representative meetings) to communicate with employees or employee representatives on a regular basis.

Scope of application:

The Human Rights Policy applies to Silvercorp Metals Inc. and its subsidiaries. The implementation of this policy is also encouraged among the contractors, suppliers, and their permanent and temporary employees who provide services for Silvercorp Metals Inc.