

Promoting Gender Equality and Diversity

Silvercorp recognizes that systemic gender inequality, and other forms of discrimination exist, and that industries and corporations need to do more to improve diversity and representation at all levels. Silvercorp is committed to eliminating everyday gender inequality in the workplace.

Key Actions to Progress Inclusion, Diversity, and Equity

The Company has expanded training programs on a range of equity, diversity, and inclusion related topics for all staff. For hiring managers, additional training has included bias awareness. For the Labor Union, there is a Labor Union Female Workers Committee that partakes in the formulation and revision of regulations to ensure that there is representation for female employees for all key career decisions such as employee recruitment, compensation, promotions, and operations. The Company also organizes events and programs to support the advancement and development of under-represented groups. The Company is committed to ensuring pay equality, equal opportunities, and rights for all employees.

Employee Parental Leave	Fiscal 2023			
	Ying Mining District	GC Mine	Administration	Total
Number of female employees taking parental leave	3	1	1	5
Number of male employees taking parental leave	17	4	1	22



Employee Diversity

As of March 31, 2023, Silvercorp had a total of 3,890 workers, including 2,491 contractor employees and 1,399 company employees. Among its own employees, female employees accounted for 17% of all employees and 20% of management staff. The Company is committed to continuously promoting diversity, aiming at building a diverse and inclusive mindset and culture and creating more possibilities for the Company's long-term development. The Company have set a target of female employees account for 20% of all employees by 2030. Although this goal is a challenge for mining companies to plan for employment, we will actively expand the scope of recruitment to promote the achievement of the goal.

Employee Diversity		Fiscal 2023	Fiscal 2022	Fiscal 2021
Total number of employees		1,399	1,340	1,262
Gender diversity	Total number of male employees	1,155	1,099	1,035
	Percentage of male employees(%)	83	82	82
	Total number of female employees	244	241	227
	Percentage of female employees(%)	17	18	18

