

Respecting Human Rights

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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. The Company strictly abides by the *International Covenant on Economic, Social and Cultural Rights*, the *International Covenant on Civil and Political Rights*, the *Convention on the Elimination of Discrimination against Employment and Occupation*, other

international conventions ratified or signed by the Chinese government, China's national human rights action plans, and improves its internal human rights management in accordance with these documents. The Company has publicly released its *Human Rights Statement*, continuously optimizes the human rights protection policies in the *Employee Handbook*, and actively carried out human rights protection awareness training, enhancing its human rights governance

framework in terms of statements, policy formulation, and employee capacity building. In Fiscal 2023, there were no incident of human rights violations, such as child labor, harassment, and forced labor, within the Company. In Fiscal 2024, the Company plans to further enhance its human rights governance capabilities and promote human rights protection for suppliers.

Human Rights Protection Policies

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 forbid human rights abuses throughout any of its business activities, including the use of child labor or forced labor of any kind. The statement conveys the Company's determination and attitude to fully promote human rights protection to all stakeholders. The Company has also publicly released the *Human Rights Protection Policy* to help its stakeholders better understand its management philosophy and targets for Human right protection management.

Human Rights Related Content in the *Employee Handbook*

As an employer, the Company shall strictly abide by relevant laws and regulations on human rights protection, protect the rights 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.

Policy Disclosure

To view the *Human Rights Statement* in full, please click on the link or scan the QR Code.

[Human Rights Protection Policy](#)

