

**SILVERCORP METALS INC.**  
**Supplier and Contractor Code of Conduct**

Silvercorp Metals Inc. believes in working with Suppliers and Contractors aligned with our values and who uphold principles of business ethics, health, safety, the environment, and human rights. This policy serves as a guideline for the code of conduct expected of any third-party individuals or entities providing goods and contractors providing services for or on behalf of Silvercorp (“Suppliers and Contractors”). The term Suppliers and Contractors also includes Suppliers and Contractors’ parent companies, subsidiaries, or affiliates, including its employees, subcontractors, directors, officers, or agents of the Supplier and Contractor, or other legal entity.

We prioritize environmental, social, and governance (“ESG”) performance when evaluating our Suppliers and Contractors, alongside other conditions. Suppliers and Contractors demonstrating superior ESG outcomes will be given precedence. Additionally, Silvercorp is committed to enhancing our ESG training efforts for Suppliers and Contractors, aiming to foster more standardized ESG management practices throughout our value chain.

**1. Introduction**

We require high standards of professional and ethical conduct from our Suppliers and Contractors. This Code of Conduct reflects our commitment to a culture of honesty, integrity, and accountability, outlining the fundamental principles and policies that all Suppliers and Contractors are expected to adhere to.

**2. Compliance with Laws, Rules and Regulations**

Suppliers and Contractors must operate their businesses in compliance with applicable laws, codes, rules, and regulations of the countries in which they operate, as well as the standards specified in this Code of Conduct.s

**3. Business Ethics**

Suppliers and Contractors must conduct business in compliance with the applicable laws and principles consistent with Silvercorp’s [Code of Conduct & Ethics](#) and [Anti-Corruption Policy](#). It is prohibited to use funds, assets, or personnel for any unlawful or unethical purpose. This includes offering, promising, or receiving anything of value to improperly influence business partners, government officials and agencies, and other stakeholders in order to obtain or retain an advantage.

**4. Health and Safety**

Suppliers and Contractors must comply with all the applicable health and safety policies, regulations, and standards in relevant jurisdictions and the health and safety guidelines

included in the Silvercorp's [Occupational Health and Safety Policy](#). We expect our Suppliers and Contractors to be committed to providing employees with a workplace that is healthy, sanitary, and safe and strive for continual improvement in safety performance.

## **5. Environmental**

Suppliers and Contractors must comply with all the applicable environmental policies, regulations, and standards in relevant jurisdictions and the environmental guidelines included in Silvercorp's [Environmental Policy](#), namely with respect to pollution prevention and waste management, greenhouse gas emissions and energy consumption, resource efficiency, and conservation of biodiversity, land, and forests. We expect our Suppliers and Contractors to establish and implement practices that prioritize environmental protection and sustainability and have management systems in place to identify, manage, and reduce their environmental risks.

## **6. Labour Standards**

Suppliers and Contractors are prohibited from any use of child labour or forced labour of any kind. Suppliers and Contractors must comply with all child and forced labour and minimum working age laws and regulations in all of the areas where they operate.

## **7. Freedom of Association**

Suppliers and Contractors must respect the freedom of association and collective bargaining rights of employees, refraining from any interference with their autonomy to join or withdraw from unions or analogous representative entities.

## **8. Non-Discrimination and Diversity**

Suppliers and Contractors must not discriminate or harass employees in their hiring process and employment practices. We encourage our Suppliers and Contractors to actively promote diversity and inclusion practices, including providing equal opportunities in all aspects of employment. Abuse, harassment, or offensive conduct is unacceptable, whether verbal or physical. We expect Suppliers and Contractors to provide an equitable, secure, and inclusive working environment for all employees.

## **9. Human Rights**

Suppliers and Contractors must support and respect the protection of internationally proclaimed human rights as outlined in the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, Voluntary Principles on Security and Human Rights, and comply with all applicable laws and regulations regarding human rights and the Silvercorp's [Human Rights Policy](#).

## **10. Whistleblower Laws**

We encourage Suppliers, Contractors, and any stakeholders to report any issues or concerns that may not comply with the Supplier and Contractors Code of Conduct, Silvercorp's [Code of Conduct and Ethics](#), and [Anti-Corruption Policy](#).

The obligations of confidentiality set forth in this Code are subject to applicable whistleblower laws, which protect your right to provide information to governmental and regulatory authorities. You are not required to notify Silvercorp of any communications made in compliance with applicable whistleblower laws, and Silvercorp will not consider such communications to violate this or any other Corporation policy or any agreement between you and the Company.