

CORPORATE POLICY TO PREVENT SEXUAL HARASSMENT IN THE WORKPLACE

Minsur S.A. has prepared the policy hereof aiming at establishing commitments and general guidelines to prevent sexual harassment in the workplace, pursuant to the laws into force in the countries where we operate and considering the best international practices.

The Policy hereof is part of our Corporate Compliance System and it applies to the entire staff of all our mining and business units, to our subsidiaries and/or related companies, as well as to our strategic partners (customers, contractors and suppliers), as applicable.

Under this policy:

1. In Minsur we reject any type of sexual or sexist behavior in all our units and all countries where we operate, thus we aim at ensuring a work environment that is free from any type of sexual harassment, where everybody's dignity and integrity is respected.
2. We adopt the necessary measures to prevent, identify, investigate and punish any sexual harassment behavior in a timely manner, pursuant to the laws into force and the best practices on this subject.
3. We are committed to incorporate and disseminate appropriate controls, policies and mechanisms ensuring occupational wellbeing for all our collaborators, pursuant to the provisions of the Code of Ethics and Conduct and other Minsur's corporate policies.
4. Minsur's collaborators shall act with integrity and respect at all times and places. Furthermore, they shall report any sexual harassment (including both sexual and sexist behaviors): (i) either directly to their supervisor and/or to the Human Resources department; or (ii) through our Integrity Channel.
5. All sexual harassment reports or complaints shall be duly investigated pursuant to our specific policy and, as the case may be, shall result in the corresponding disciplinary and corrective actions. If the reported behavior refers to any conduct that could constitute a criminal offense, Minsur shall be entitled to report such situation to the competent authorities.
6. Minsur is committed to continuously upgrade and disseminate its policy to prevent sexual harassment, in order to fulfill its corporate values and comply with local regulations and international standards governing its operations.

Minsur values the commitment and integrity of all our collaborators and strategic partners to complying with the Policy hereof.

Lima, August 2020



Juan Luis Kruger
General Manager