

## CORPORATE SOCIAL MANAGEMENT POLICY

Social development is a cornerstone for Minsur's consolidation as a world-class mining company. We manage social issues responsibly at all stages of the mining cycle: explorations, operations and mine closure. Our corporate social management is expressed through the following guidelines:

- » Promoting sustainable development and the wellbeing of communities in our areas of influence, as a strategic partner and a catalyst for their development and the closure of social gaps.
- » Contributing to our operations' sustainability, ensuring the achievement of the results expressed in Minsur's corporate vision and policies; as well as to growth priorities and the business objectives.
- » Leading the company's social management actions, assisting operational and support departments in their activities, aiming at preventing risks and accidents related with the communities.
- » Fulfilling our commitments and obligations; mitigating social impacts generated during the entire mining life cycle; respecting people's rights, consulting and informing our activities in a timely manner.
- » Promoting and supporting local employment and procurement in our operations, fostering employability in projects that are not related to our activities.
- » Ensuring effective and transparent communication of our social management activities and results, as well as of those issues of concern to the population.
- » Listen and engage with the communities with respect, in a culturally appropriate and sensitive way.
- » Address complaints and grievances of the population through an accessible mechanism, available to everybody, including company's employees, suppliers and contractors.
- » Developing our collaborators' and contractors' functional skills, making sure that they know the relevant business aspects, developing leadership and responsible behavior for the company's social management.



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Juan Luis Kruger Sayán  
General Manager