

HUMAN RESOURCES POLICY

The Policy hereof comprises the guidelines that support the proper management of Minsur's human resources in the countries where we operate, pursuant to the laws into force. Thus, it is flexible and dynamic, and it adapts to several situations. Its spirit shall be respected under any circumstances, and likewise it applies to the entire staff of our different mining and business units, and to Minsur's subsidiaries or related companies.

Based on this policy, we:

1. Acknowledge the value of human beings at a personal and professional level; we promote an environment that fosters diversity, equal opportunities and respect to ensure the appropriate personal and professional development of our collaborators, according to our corporate values.
2. In our recruiting processes, we pay special attention to applicants' skills so that they adjust to our company's values and culture. For management positions, having leadership and potential skills to fulfill the business objectives shall be an essential requirement. We reject any form of discrimination, based on gender, race, age, religion, political affiliation, social status, physical condition, sexual orientation, or on any other grounds.
3. Aim at having a merit-based culture (high performance), considering both the objectives achieved and how they were achieved. Collaborators shall be responsible for their own development, but the company strives to provide development opportunities to those who have the skills, the potential, and act in line with our corporate values.
4. Promote our collaborators' training and development as a significant part of our culture, promoting -above all- learning through experience. Other types of training shall have specific objectives and aim at improving technical and attitudinal skills that contribute to the achievement of business objectives. Each leader is responsible for accompanying and supporting the members of their teams in their personal and professional development.
5. Ensure equitable wage structures that are free from any form of discrimination. Furthermore, we intend to offer market-competitive salary levels, thus we regularly monitor the compensation practices of comparable mining companies. Salary evolution depends on the employee's performance, as well as on the business results and the company's value generation.
6. Respect our collaborators' freedom of association, recognizing that all have the right to belong to a trade union and engage in collective bargaining, observing the company's values of integrity and responsibility.

The policy hereof shall be reviewed and updated every two years, in order to promote its relevance, and so that it responds to Minsur's development. ISO 9001:2015 Quality Management System

Lima, August 2020



Juan Luis Kruger
General Manager