



## Code of Social and Environmental Policy

### SOCIAL

The Company is committed to behaving in a socially responsible manner through the complete mining life cycle, from exploration to mine development to mine closure.

- The Company believes that its operations can and will have a positive impact on the development of the regions in which it is operating.
- The Company will always seek to identify, and to conduct dialog with, the stakeholders impacted by its operations.
- The Company believes that open dialogue with local and regional communities is essential in understanding their concerns and needs.
- The Company is committed to transparency by providing continuous information updates to those parties affected by the company's operations, promoting a spirit of mutual trust, confidence and partnership.
- The Company will always seek to incorporate local community concerns and needs into all of its development plans.
- The Company is committed to employing locally, and will seek to enhance the skills of local people through on-the-job training.
- The Company is committed to sharing in its success by partnering in local sustainable development programs, either in a technical advisory capacity, or by providing seed funds to advance work programs that might be funded in the future by other government and non-government sources.
- The Company will make all efforts necessary to obtain permission from holders of surficial property rights to conduct its exploration and mining operations.
- The Company is an equal opportunity employer, and values and respects all of its employees regardless of gender, creed or race. We are committed to respecting universal human rights and to providing a safe workplace.
- The Company will maintain the highest standards of accountability to the Peruvian public, through timely payment of all taxes and royalties to which it is liable. Corrupt practices such as bribery of public officials will not be tolerated.

### ENVIRONMENTAL

The Company is committed to behaving in an environmentally responsible manner, through the complete mining life cycle, from exploration to mine development to mine closure. It maintains industry best practice standards of environmental conduct.

- The Company will comply and strive to exceed with the environmental laws in the countries in which it conducts its operations.
- The Company will seek to identify environmental sensitivities pertinent to its areas of operation, and to set in place the necessary safeguards to minimize the impact of its operations and to ensure the preservation of floral and faunal diversity.

- The Company will conduct the relevant environmental studies to establish and document the base line situations of its areas of operations.
- The Company will seek to rehabilitate areas of its operations to best replicate the original environment.
- The Company will make all efforts necessary to obtain permission from holders of surficial property rights to conduct its exploration and mining operations.