

## CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

The Corporate Social Responsibility (CSR) policy of PROMINDSA extends its integrated management policy and is based on the company's ethical code to outline its commitments to society. These commitments are aligned with the ten principles of the United Nations Global Compact concerning Human Rights, Labor Rights, Environmental Protection, and Anti-Corruption. The commitments are as follows:

### HEALTH AND SAFETY FOR EMPLOYEES/CONTRACTORS

- Safe and healthy working conditions will be provided to prevent work-related injuries and health deterioration.
- Active prevention of harm and health deterioration for both our staff and subcontractors will be ensured by eliminating avoidable risks or reducing unavoidable ones, investing in technical improvements that contribute to a safe working environment, and ultimately enhancing worker protection and health.
- Compliance with applicable legal requirements and other subscribed commitments related to occupational health and safety risks will be ensured. Necessary measures will be adopted in our activities, including a commitment to consulting and involving employees and their legal representatives.
- The ISO 45001 occupational health and safety certification will be renewed annually, externally validating compliance with all prevention, training, monitoring, evaluation, and additional safety and health measures for employees and subcontractors.

### WORKING CONDITIONS

- Compliance with the Workers' Statute Law and the specific Extractive Industry Collective Agreement will be ensured.

- The standard workweek will not exceed 40 hours, and all statutory rest periods will be respected.
- Overtime will always be voluntary and mutually agreed upon with employees.
- The minimum wages established by applicable legislation will be always respected, ensuring they are sufficient to cover employees' needs and are proportional to their work, without discrimination based on race, gender, religion, or other conditions.
- Salaries will be properly itemized in monthly receipts and paid periodically in compliance with current legislation.

## LABOR RELATIONS

- All employees will be treated with dignity and respect, with fundamental human rights being upheld and promoted. The company will ensure that workers, collaborators, distributors, and suppliers associated with PROMINDSA adhere to these principles.
- Employees' right to form, join, and organize trade unions of their choice and to negotiate collectively with the company or its representatives will be respected, ensuring that this right does not lead to any form of discrimination, harassment, intimidation, or retaliation by the company.
- Continuous training in safety, environmental protection, and personal development will be provided by the company.
- The company's core values are integrity, collaboration, responsibility, and trust. These values will guide all internal and external labor relations.
- Given the exceptional geographic location of our mining operations, our priority will always be to promote employment access for local personnel. Additionally, we will support local businesses to ensure that indirect employment benefits remain within the region (subcontractors, collaborators, etc.).

## CHILD AND FORCED LABOR

- PROMINDSA is committed to hiring only individuals of legal working age for all job positions.
- PROMINDSA ensures that employment relationships are never based on forced or compulsory labor, defined as “all work or service exacted from any individual under the threat of any penalty and for which the individual has not offered themselves voluntarily,” as established in ILO Convention No. 29.
- PROMINDSA does not engage in or support human trafficking.
- PROMINDSA will ensure that its collaborators, suppliers, and distributors adhere to the same standards regarding child and forced labor.

## DIVERSITY, EQUALITY, AND INCLUSION

- PROMINDSA believes in and promotes diversity as a key factor that strengthens business vision. Any act of harassment or discrimination towards or from employees, collaborators, customers, or suppliers will be strictly sanctioned.
- Equal opportunities and remuneration will be promoted, ensuring non-discrimination based on gender, age, religion, disability, or any other condition.
- The hiring of employees and advisors will be conducted through objective and fair processes to ensure a competitive workforce that aligns with professional merit for the designated position.
- Any behavior that is threatening, abusive, exploitative, or sexually coercive—including gestures, language, and physical contact in the workplace—will not be tolerated.
- PROMINDSA is committed to promoting work-life balance practices.
- Open and anonymous communication channels will always be available for reporting any such incidents within the company.

## ENVIRONMENTAL PROTECTION

- As a mining company, our responsibility to conserve, respect, and restore the environment must exceed that of other industries. Our environmental policy addresses these commitments in depth.
- PROMINDSA is committed to efficiently managing both the resources used and the waste generated, applying the best available techniques to meet regulatory requirements and integrating suppliers and customers into environmental and human protection initiatives.
- PROMINDSA pledges to harmonize its activities with environmental sustainability, promoting respect for fauna, flora, and the natural surroundings through information, training, and awareness programs for all employees and subcontractors. Strict compliance with applicable environmental laws and regulations, as well as any other commitments made by PROMINDSA, will be ensured.
- PROMINDSA is committed to implementing new technologies and developments to advance towards a more sustainable industry in both production and its supply chain.
- The ISO 14001 environmental certification will be renewed annually to externally verify compliance with all prevention, training, monitoring, evaluation, and additional environmental protection measures.

## STAKEHOLDER ENGAGEMENT

- PROMINDSA is committed to meeting the needs of its customers and other stakeholders by understanding their requirements and harmonizing business objectives with compliance in quality, environmental protection, and occupational health and safety.
- Suppliers will be informed of the selection, evaluation, and monitoring methods applied to them.
- Suppliers and subcontractors are expected to comply with all applicable safety, health, environmental, and quality regulations. A code of good environmental practices will be provided to guide them in their relationship with PROMINDSA.
- PROMINDSA is committed to protecting any confidential and/or sensitive information received from third parties.

- The ISO 9001 quality certification will be renewed annually to externally validate compliance with all prevention, training, monitoring, evaluation, and additional measures that ensure quality in procurement, sales, production, and distribution processes.

## ANTI-CORRUPTION

- PROMINDSA maintains a zero-tolerance policy on corruption and bribery at all levels. These practices will be strictly monitored, and any detected cases will lead to internal sanctions and immediate reporting to the competent authorities for legal action if necessary.
- Conflicts of interest will be avoided, particularly when the company's interests compete with those of a third party or an individual employee.
- Business opportunities will be pursued based on merit alone, without offering or accepting undue favors, extravagant gifts, entertainment, or leisure activities from third parties.
- Open and confidential reporting channels will always be available for reporting corruption-related misconduct within the company.

## ANTI-FRAUD POLICY

PROMINDSA is committed to maintaining a work environment based on integrity, transparency, and ethics, preventing any form of fraud that could compromise the company's reputation and legal compliance.

The key directives of our anti-fraud policy are as follows:

- **Commitment to transparency:** All illegal actions aimed at obtaining an unfair or illicit advantage will be condemned, ensuring fairness in all business relationships.
- **Training and awareness:** PROMINDSA is committed to training 100% of its employees in fraud prevention by 2030, fostering an organizational culture based on honesty and legality.
- **Secure reporting channels:** Confidential and anonymous communication channels will be available for employees to report any irregularities related to fraudulent practices.

- **Internal evaluation and control:** Periodic audits will be conducted to identify fraud risks and strengthen control mechanisms.
- **Clear consequences:** Any attempt at fraud will be sanctioned according to internal regulations and reported to authorities if necessary.

Gerente de PRODUCTOS MINERALES PARA LA INDUSTRIA (PROMINDSA)



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