



**COMMUNITY RELATIONS
POLICY AND PROCEDURE**

	SOCIAL POLICY				SOLEIL METALS
	P&P SOCIAL RESPONSIBILITY & COMMUNITY RELATIONS				
	AREA:	HUMAN MANAGEMENT	VERSION: DATE:	21/09/2025	
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1. POLICY STATEMENT

The policy applies, within the framework of its corporate social responsibility, to all commercial activities carried out by **SOLEIL METALS SA** and its related companies in Peru, and its workers (hereinafter, collectively, "**SOLEIL METALS**").

SOLEIL METALS reaffirms its commitment to the unrestricted respect of fundamental labor rights, particularly with sustainable social responsibility that includes workers and the communities and/or population centers existing in the area in which it develops its mining operations. For this reason, it is committed to maintaining positive and peaceful, mutually beneficial relations with the communities.

2. OBJECTIVE

To ensure that our organization is responsible not only in the development of an effective mining and environmental operation but also respecting and coexisting harmoniously with the surrounding communities and/or population centers.

3. SCOPE

Compliance with this policy and procedure covers all activities of the **SOLEIL METALS** corporation. Senior management, operational management and all other members of the various areas are directly responsible for the execution of this P&P, including workers of the processing plant, administrative personnel and the workers of the contractors, subcontractors and third-party services.

4. LEGAL FRAMEWORK

- Supreme Decree 01-2015-EM
- Supreme Decree No. 010-2003-TR

5. PRINCIPLES

SOLEIL METALS and its employees consider it important to maintain a permanent dialogue with our stakeholders; we are committed to:

- To promote awareness among workers so that they have a deeper interaction with the population centers, respecting the cultural and social reality of the surrounding towns.
- Promote and promote communication and information channels appropriate to the reality of the population centers near the mining operation.
- Promote good practices and corporate governance while respecting human rights and the sustainable development of population centers.

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- Maintain effective communication and active listening with the inhabitants and authorities of the area of influence, promoting solid channels of relationship between the company and stakeholders.
- Generate mechanisms for complaints and suggestions appropriate to the reality of the population centers, respecting and recognizing their cultural identity.

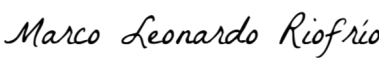
6. PROCEDURES

SOLEIL METALS, in order to comply with the policy, will adopt the following procedures:

- The Social Welfare area will be in charge of receiving complaints or suggestions in person, through emails and other digital means; periodically checking the PQRS mailbox.
- The Social Welfare area will report and investigate complaints of human rights violations and others.
- The Human Resources Management will attend to the requests and/or requirements received, and will try to provide a solution in a short time.
- The management will coordinate with the Human Resources area so that workers are periodically trained on issues related to the development and management of conflicts and other inherent issues.
- The management and the head of the community relations area will focus on community aspects, the environment and other communal issues to achieve an honest and responsible coexistence with the environment of the mining operation.

Finally, all of us who work at **SOLEIL METALS** express our commitment to comply with the declarations contained in this policy, with the support of senior management. This policy will be disseminated to all levels of the organization, suppliers, contractors and visitors, and will also be available to all interested parties, which will be updated if necessary.

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