



SOLEIL
METALS

HUMAN RIGHTS
POLICY AND PROCEDURE

	SOCIAL POLICY				SOLEIL METALS
	HUMAN RIGHTS P&P				
	AREA:	HUMAN RESOURCES MANAGEMENT	VERSION: DATE:	17/09/2025	
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1. POLICY STATEMENT

SOLEIL METALS S.A., its affiliated companies, and their employees are committed to upholding human rights through policies and strategies that promote respect for and the advancement of human rights, with the aim of preventing and mitigating any negative impacts that could violate fundamental rights.

In alignment with our corporate culture, we reaffirm our commitment to conducting business operations in accordance with the International Bill of Human Rights and the fundamental principles and rights at work as established in the International Labour Organization (ILO) Declaration.

2. OBJECTIVE

To ensure a work environment founded on respect, dignity, equity, and non-discrimination, promoting conditions that support work-life balance, as well as the effective implementation of human rights within the framework of **SOLEIL METALS** operations.

3. SCOPE

The policy applies to all commercial activities conducted by **SOLEIL METALS SA** and its related companies in Peru, as well as to their employees (hereinafter collectively designated as “**SOLEIL METALS**”).

Senior management, operational management, and all other members of the various areas are directly responsible for the implementation of this P&P, including workers at the processing plant, administrative staff, and workers employed by contractors, subcontractors, and third-party services.

4. LEGAL FRAMEWORK

- Political Constitution of Peru (1993).
- ILO Conventions No. 100 (equal remuneration), No. 111 (discrimination in employment) and No. 182 (worst forms of child labor).
- Law No. 27942 - Law on the Prevention and Punishment of Sexual Harassment.
- Law No. 30709 - Law prohibiting wage discrimination between men and women.

5. PRINCIPLES

SOLEIL METALS recognizes and upholds the fundamental principles based on human rights, as outlined below:

- **Respect diversity and reject all forms of discrimination** that violate the rights of employees.
- **Promote a work environment free from discrimination** of any kind, as stipulated by our constitution and other national regulations, ensuring equal opportunities for both men and women.

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- **Foster equal opportunities** among workers, in alignment with the Equal Opportunities Act.
- **Ensure that there are no wage or remuneration discrepancies based on gender** or without objective criteria, in accordance with Law No. 30709.
- **Guarantee dignified treatment**, a work environment founded on respect and non-discrimination, and the balance between personal, family, and work life.
- **Ensure the prevention and appropriate handling of sexual harassment**, in compliance with Law 27942.
- **Respect labor rights, environmental rights, and the rights of communities and civil society.**

6. PROCEDURES

As part of its social responsibility, **SOLEIL METALS** will follow the procedure outlined below in the event of receiving any complaint or suggestion:

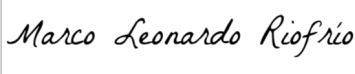
- The Head of the Processing Plant will receive the complaint or suggestion from the aggrieved party.
- Forward the complaint to the Human Resources Department.
- Identify and investigate the details of the issue, and summon the parties involved.
- Evaluate the causes of the complaint and determine its validity.
- Analyze and define the actions to be taken.
- The Area Manager will proceed to inform the aggrieved party of the actions taken.
- Install PQRS (Requests, Complaints, Claims, and Suggestions) mailboxes.
- Regularly review the complaints and suggestions mailboxes at our facilities, and investigate any requests and/or suggestions found within.
- Record the date of response and resolution of the issue in the Complaints and Suggestions log.

7. DISSEMINATION AND VALIDITY

This policy is endorsed by Senior Management and will be disseminated throughout all levels of the organization. It will be made available to employees, suppliers, contractors, visitors, and other relevant parties. The policy will be reviewed and updated periodically to ensure its continued relevance and compliance.

Lastly, all of us at **SOLEIL METALS** reaffirm our commitment to upholding the principles outlined in this policy. With the support of Senior management, this policy will be communicated to all organizational levels, as well as to suppliers, contractors, and visitors, and will also be accessible to all interested parties. It will be updated as needed.

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Date: 3 oct 2025	Date: 3 oct 2025	Date: 9 oct. 2025