



**SOLEIL
METALS**

**SECURITY AND HUMAN RIGHTS
POLICY AND PROCEDURE**

	SOCIAL POLICY				SOLEIL METALS
	SECURITY AND HUMAN RIGHTS P&P				
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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 referred to as "**SOLEIL METALS**").

SOLEIL METALS reaffirms its commitment to implementing and maintaining unrestricted respect for the fundamental human rights of all our employees, regardless of the type of relationship and conditions of employment and/or temporary contracts, as well as outsourced services, extending to the surrounding population.

Our commitment involves compliance with principles recognized by Peruvian regulations and international organizations, without any discrimination.

2. OBJECTIVE

Our main objective is to provide a safe working environment for our employees in all our activities in order to achieve the goal of zero harm to workers and the company.

To maintain a healthy environment of respect for human rights, respecting the culture, traditions, and values of our workers in our operations and the surrounding community.

3. SCOPE

Compliance with this policy and procedure covers all **SOLEIL METALS** activities. 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

- 1993 Political Constitution of Peru
- United Nations International Bill of Human Rights.
- International Labor Organization (ILO).

5. PRINCIPLES

SOLEIL METALS and its employees believe it is important to maintain ongoing dialogue with our stakeholders; we are therefore committed to:

- Implementing the Security & Human Rights policy within the framework of corporate social responsibility.

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- Conducting a general assessment of human rights risks associated with security.
- Interact appropriately with public and private security services, as well as with neighboring communities, in difficult contexts.
- Introduce review procedures and training for public and private security forces on human rights.
- Develop systems for reporting and investigating allegations of human rights violations.
- Incorporate this policy into the Internal Work Regulations.

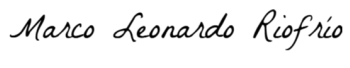
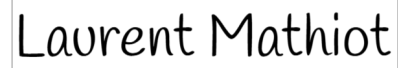
6. PROCEDURES

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

- Management will maintain open and trusting communication with administrative, technical, and field workers on human rights issues to detect any problems that may arise in the workplace, family, or community.
- Training for workers to ensure constant compliance with human rights, in accordance with government regulations, and establishing internal procedures to maintain an environment of respect.
- Foster an environment of safety and trust aligned with the principles of respect for human rights to ensure that all our partners, managers, and workers fulfill their responsibility to human and community rights.
- Install a complaints and suggestions box in the mine's operational and administrative areas.
- Periodically review the human rights program to ensure continuous improvement in compliance and maintain a healthy and respectful environment for the mining organization's personnel.

Finally, all of us who work at **SOLEIL METALS** express our commitment to comply with the statements 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. It will be updated as necessary.

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