



**SOLEIL
METALS**

**GENDER EQUALITY
POLICY AND PROCEDURE**

	SOCIAL POLICY				SOLEIL METALS
	P&P ON GENDER EQUALITY				
	AREA:	HUMAN RESOURCES	VERSION: DATE:	16/092025	
	CODE:	P&P-GH-002-V0-2025	PAGE:	4	

1. POLICY STATEMENT

SOLEIL METALS and its employees recognize that gender equality is a constitutional principle of the Peruvian State, which ensures the equality of men and women before the law. Therefore, **SOLEIL METALS** is committed to promoting and realizing this principle in the conduct of its activities.

No individual will be discriminated against based on origin, race, gender, language, religion, opinion, economic status, or any other factor, in accordance with the principles and provisions set forth in the Political Constitution of Peru and Law No. 28983 on equal opportunities between men and women.

2. OBJECTIVE

To ensure gender equality in all organizational processes by promoting conditions that provide equal access to job opportunities and professional development, while eliminating all forms of discrimination or bias based on gender.

3. SCOPE

This policy applies to all commercial activities conducted by **SOLEIL METALS S.A.** and its related companies in Peru, as well as to their employees (hereinafter collectively referred to as '**SOLEIL METALS**').

Senior management, operational management, and all other personnel across various departments are directly responsible for the implementation of this Policy & Procedure (P&P), including workers at the processing plant, administrative staff, and employees of contractors, subcontractors, and third-party service providers.

4. LEGAL FRAMEWORK

- **Political Constitution of Peru.**
- **Law No. 28983** – Law on Equal Opportunities for Women and Men.
- **Law No. 30709** – Law prohibiting wage discrimination between men and women.
- **Law No. 30807** – **Amendment to Law No. 29409** on Paternity Leave.
- **ILO Convention 100 and Recommendation 90** – Equal Remuneration for Work of Equal Value.

5. PRINCIPLES

SOLEIL METALS recognizes and upholds the fundamental principles of respect and applies the following guidelines:

- Implement the gender equality policy within the framework of corporate social responsibility.
- Promote gender equality in all operations.

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- Recognize the right to equality and non-discrimination.
- Ensure equal pay for equal work.
- Establish equal opportunities for access to employment.
- Prohibit violence and sexual harassment against both men and women.
- Ensure that pregnant women are not exposed to hazardous materials and provide relocation to a safe workplace.
- Disseminate and communicate this policy, along with applicable legislation.

6. PROCEDURES

The Human Resources Department of **SOLEIL METALS** is responsible for implementing this Procedure, in compliance with the following guidelines:

- Publish the zero-tolerance policy against all forms of workplace violence, including physical, verbal, and any other type.
- Post job advertisements using neutral, non-aggressive, and non-discriminatory language with respect to gender (both male and female).
- Identify actions and processes that promote the elimination of gender gaps within the organization.
- Use non-sexist communication that challenges gender stereotypes and encourages change in sociocultural norms.
- Develop and disseminate best practices in the areas of gender equality and women's empowerment within the organization.
- The HR Manager will handle complaints and/or reports of any form of workplace violence, whether physical or verbal, and will notify the Human Resources Department of the incident.
- The Head of Personnel will inform the parties involved to investigate and assess the situation.
- The Human Resources Department will submit a report on the received complaint to management, to determine the appropriate sanction in accordance with the company's internal regulations (RIT).

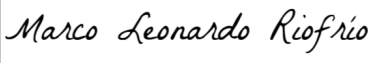
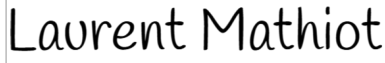
7. DISSEMINATION AND UPDATING

This policy will be distributed to all personnel, as well as to contractors, suppliers, and other relevant parties. It will be made available through institutional media and will be reviewed and updated as necessary, in response to regulatory changes or organizational needs.

SOLEIL METALS reaffirms its commitment to adhering to the principles outlined in this policy. The policy will be distributed across all levels of the organization, including to SOLEIL METALS' suppliers,

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contractors, and visitors. This policy will also be made available to all relevant parties and will be updated as necessary.

Prepared by:	Reviewed by:	Approved by:
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Date: 3 oct 2025	Date: 3 oct 2025	Date: 9 oct. 2025