


2.2 Commitment to Human Rights

Silvercorp is dedicated to full compliance with all applicable laws and regulations and operates in alignment with internationally recognized human rights frameworks, including the International Bill of Human Rights, the Universal Declaration of Human Rights, and the Voluntary Principles on Security and Human Rights. In accordance with the Company's human rights policy, all Silvercorp employees are expected to respect and safeguard the human rights of others.

Silvercorp has established a robust human rights governance and accountability framework that applies to all employees. At the board level, the Sustainability Committee under the Board of Directors is responsible for supervising the Company's human rights-related issues. At the executive level, the ESG Management Center monitors progress in the implementation of human rights, diversity, and inclusion initiatives across operations. A dedicated Human Rights Working Group—comprising senior representatives from various business units—regularly evaluates both current and emerging human rights risks that may affect the Company. Functional departments of the Company and operational departments of subsidiaries are responsible for implementing related initiatives to fulfill the commitments outlined in the Company's human rights policy and ensure full compliance with all related Company requirements.



Policy Disclosure

Please click the link or scan the QR code to access the document

Silvercorp Human Rights, Diversity, and Inclusion Policy



2.2.1 Labor and Human Rights Management

Silvercorp complies with all applicable laws and regulations concerning the protection of human rights. The Company prohibits all forms of discrimination, unequal treatment, and harassment, and is committed to fostering a safe, respectful, and inclusive working environment. We fully respect employees’ freedom of association and their rights to collective bargaining. In compliance with relevant laws and regulations, Silvercorp enters into collective agreements with employees to ensure equal opportunities in areas such as promotion and compensation. Moreover, the Company upholds the principle of equal pay for equal work, and has a policy prohibiting discrimination based on gender, race, ethnicity, nationality, religion, disability, age, culture, marital status, or sexual orientation. Silvercorp maintains a zero-tolerance policy toward all forms of harassment. Employees are encouraged to report any incidents of harassment, and the Company is committed to conducting timely and impartial investigations, while strictly protecting the privacy and personal safety of whistleblowers.

Meanwhile, we expressly prohibit all forms of forced labor and punitive practices and strictly forbid the employment of child labor. We remain firmly committed to safeguarding the rights, interests, and dignity of all our employees.



2.2.2 Indigenous Peoples and Ethnic Minorities

Silvercorp stays committed to respecting and protecting the local cultures, beliefs, traditions, and values of indigenous peoples and ethnic minorities throughout its operations. We fully uphold their rights to participation and access to information and engage with communities in culturally appropriate and respectful ways. The Company is mindful of potential business activities that may harm local cultural heritage or the environment. Through targeted training and awareness programs on human rights, Silvercorp continues to raise Company-wide awareness of human rights protection and remains committed to safeguarding the human rights of local populations. In Fiscal 2025, no incidents involving infringement of the rights of local ethnic minorities or indigenous peoples were reported.

In Fiscal 2025

No incidents of rights infringement against local ethnic minorities or indigenous peoples have been reported.

2.2.3 Security and Human Rights

Silvercorp follows internationally recognized human rights principles in its security practices, with zero tolerance for any actions that may infringe upon human rights. At Henan Found and Guangdong Found, all security functions are performed by the Company's dedicated internal security teams; no third-party security providers are engaged. Silvercorp has also established comprehensive emergency response protocols, designed and implemented with a strong emphasis on safeguarding the human rights and privacy of all stakeholders. Furthermore, regular professional training is provided to all security personnel, with explicit requirements that human rights must be respected in all emergency handling procedures. In situations involving external public security concerns, security staff are required to fully consider and respect the opinions of relevant parties and collaborate closely with local communities and public relations agencies, so as to resolve conflicts and issues peacefully. In Fiscal 2025, a total of 46 training sessions were conducted for security personnel, covering 100% of security staff. No incidents of human rights violations involving security personnel were reported during the reporting period.

2.2.4 Artisanal and Small-Scale Mining (ASM)

No artisanal or small-scale mining (ASM) activities have been identified within Silvercorp's operational areas or surrounding regions in China. The Company fully understands the multiple risks associated with ASM, including environmental damage, occupational safety hazards, labor rights violations, and broader socio-economic disruption. In alignment with its commitment to responsible mining, Silvercorp affirms that should ASM activities arise within its operational scope in the future, the Company will proactively implement systematic and targeted mitigation measures to minimize potential adverse impacts, thereby fulfilling its corporate social responsibility.