



## Diversity and Inclusion Policy

### Rationale of the Policy

Fresnillo plc considers that encouraging diversity is fundamental to develop an inclusive culture where our people feel valued and inspired to contribute to their fullest potential. We embrace diversity without limitation, including but not limited to diversity of gender, ethnicity, religious beliefs, age, geographical background, nationality and disability.

Diversity and inclusion helps us to:

- Attract, engage and retain the best talent
- Adapt and respond effectively to changing expectations of our stakeholders
- Find and innovate solutions to business challenges leveraging on diverse viewpoints, skills and experience of our people and stakeholders

### Fresnillo plc's Policy

Fresnillo plc values and respects all persons from diverse backgrounds. We aspire to develop an inclusive culture where our people feel valued and are inspired to contribute to their fullest potential.

### General guidelines

Our people are our most valuable asset. To achieve a diverse workforce and an inclusive culture we will follow these principles:

- Promote the participation of women in mining.
- Promote Board Diversity
- Promote Senior Leader Diversity
- Prevent and eliminate discrimination in the workplace on the basis of gender or any other diverse attributes.
- Train our people to overcome unconscious bias.
- Raise awareness within the business of the importance of diversity and inclusion.
- Address diversity within our leadership training.
- Provide flexible working arrangements to single parents.

---

Updated / Approved	Next Review	Version
February 2018	February 2020	1