



Rationale of the Policy

As one of the principal precious metals companies, Fresnillo plc strives to conduct all of its operations in a sustainable way.

Fresnillo plc's Policy

Fresnillo plc is a company dedicated to exploration, extraction and processing of minerals, committed to preventing pollution, guaranteeing a safe and healthy environment for its personnel, maintaining good relations with neighboring communities, complying with legal and other requirements, improving continuously our productive processes through an integrated management system and oriented to operating in a sustainable way.

General guidelines

Health

Our people are our most valuable asset. The health and wellbeing of our workers is key to protecting their safety and driving the company's productivity. We recognise that the health of our employees is an essential component of our social licence to operate.

Key elements:

- Compliance with all applicable health regulations
- Limiting new cases of occupational diseases
- Pre-emptively identifying and managing the health risks
- Providing preventive care and promoting healthier lifestyles
- Emergency preparedness as a core competence of all our health teams
- Working with authorities and supporting health initiatives in communities where we operate
- Promotion of our health practices with contractors and suppliers

Safety

Safety is a core value to Fresnillo plc and way of life. We aspire to achieve a safety culture where our employees and contractors have the knowledge, competence and desire to work safely.

Key elements:

- Compliance with all applicable safety regulations
- Promotion of a safe workplace
- Elimination of fatal injuries
- Enforcement of Rules that Save Lives, regarding which there is a zero tolerance approach to deviations
- Engagement of our operational managers, union leaders and their local chapters
- Reinforcing safety awareness and development of personal safety skills
- Investigation of accidents comprehensively in order to prevent similar cases
- Implementation of international best practices to handle and use cyanide safely
- Ensuring the availability of emergency response plans
- Applying our safety practices with contractors and suppliers

Environment

Minimising the impact of our activities, as well as being accountable and transparent regarding our environmental footprint, are crucial to earning and maintaining our social licence to operate

Key elements

- Compliance with all applicable environmental regulations
- Reduction of our carbon footprint through energy efficiency measures
- Implementation of sound measures to safeguard biodiversity in our projects
- Ensuring no affectation of biodiversity
- Responsible water use, recognizing its social, environmental and economic value
- Managing in a responsible way our mineral and non-mineral waste
- Implementation of international best practices to handle and use cyanide
- Promoting our environmental policy and practices with contractors and suppliers
- Informing and collaborating with authorities, communities and other stakeholders when environmental incidents occur
- Working with stakeholders to develop a mutual understanding of environmental issues

Community relations

Our communities are strategic partners. Earning their trust requires effectively engaging them and being accountable for our actions. We recognise that building trust is the only way to earn and preserve our social licence to operate.

Key elements:

- Listening and engaging host communities
- Promotion of social and economic development our stakeholders
- Supporting education, health, water access and capacity building
- Respect of human rights
- Considering the values and concerns of Indigenous People
- Identifying and managing social impacts
- Addressing community grievances in a fair and timely manner
- Evaluating the perception of communities and seeking to continually improve our performance
- Preparing communities in anticipation of the closure of our operations

Labour and human rights

Our people are our most valuable asset. We aspire to an organisational culture based on trust, which is the single most important characteristic of great places to work

Key elements:

- Demonstrate a well-established ethical culture through our actions and behaviors
- Promoting fair employment practices
- Ensuring that our collaborators and personnel are treated fairly and with dignity
- Making sure that the workplace is free from all forms of discrimination, harassment and retaliation
- Respecting the rights of employees to freedom of expression, association and collective bargaining
- Prohibiting child and forced labour at our operations
- Encouraging diversity
- Promoting our labour and human rights practices with contractors and suppliers.

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