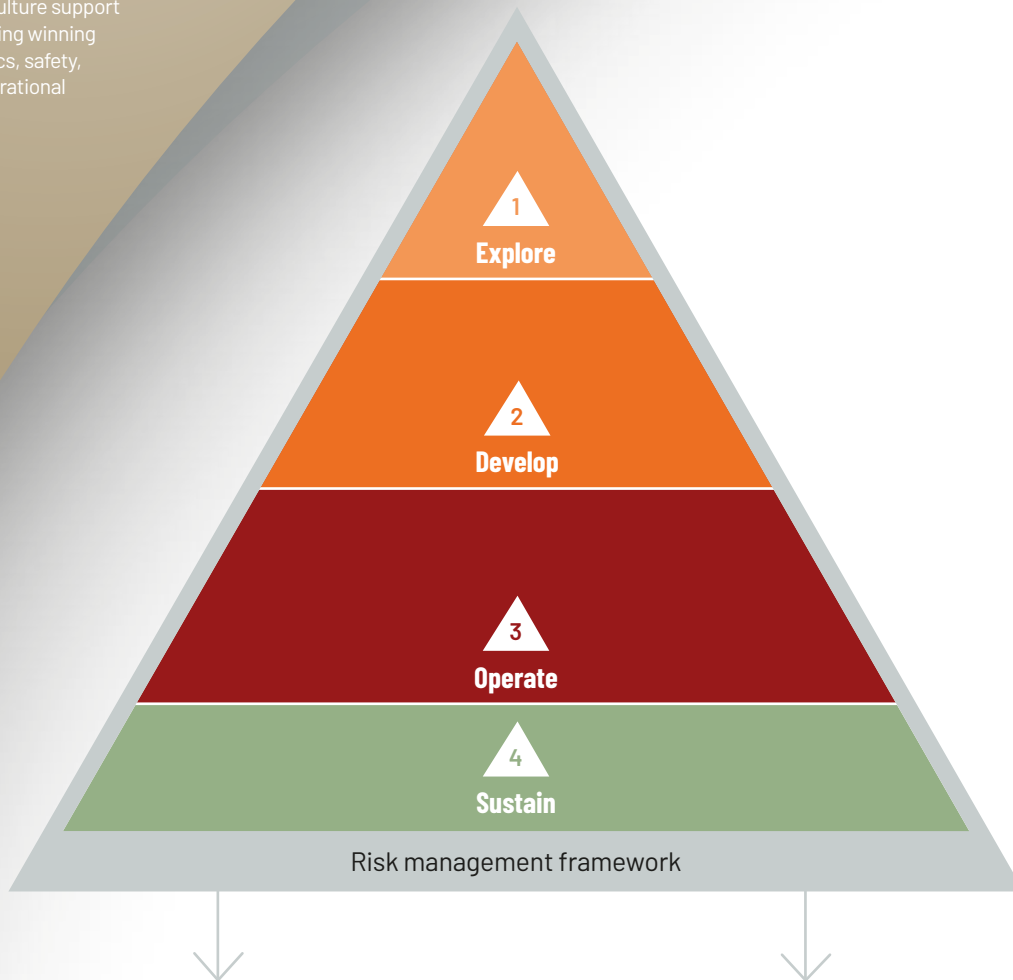


# Our strategy

Our Purpose is to contribute to the wellbeing of people, through the sustainable mining of silver and gold.

We engage our people in the long term to instil a purpose-led culture where everybody understands how we do business. The values that are embedded in our culture support our strategy, inspiring winning behaviours on ethics, safety, innovation and operational excellence.



## Values and behaviours

Trust, responsibility, integrity and loyalty demonstrate our ethical culture and are embedded in our behaviours:

- **Lead transformatively** – We expect our people to be role models, to be empathic, to stimulate creativity and to be an inspiration for their team.
- **Build trust** – We encourage people to create a culture of candour, to be accountable and to find solutions to their ethical dilemmas, and to have the courage to implement them.
- **Leverage diversity** – We encourage our people to embrace diversity, to learn how to deal with and minimise unconscious biases, and to challenge the existing organisational culture.
- **Act ethically** – Every employee should support others speaking up, raise ethical concerns and make correct decisions.

➔ For more details see Ethics culture on page 68.

## Principal risks

- Potential actions by the Government (political, legal and regulatory).
- Security.
- Global macroeconomic developments.
- Impact of metals prices (commodity prices and exchange rates).
- Human resources.
- Cybersecurity.
- Projects (performance risk).
- Access to land.
- Licence to operate (community relations).
- Safety.
- Union relations (labour relations).
- Exploration (new ore resources).
- Tailings (overflow or collapse of tailings deposits).
- Environmental incidents (cyanide spills and chemical contamination).
- Climate change.

➔ For more details see Managing our risks and opportunities on pages 127-152.