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Human Rights Policy

of Compañía de Minas Buenaventura
and subsidiaries

BUENAVENTURA

HUMAN RIGHTS POLICY OF COMPAÑIA DE MINAS BUENAVENTURA AND SUBSIDIARIES

Buenaventura is committed to respecting human rights. Therefore, and in compliance with the Code of Ethics and Good Conduct, the organization establishes specific guidelines to prevent situations that, in the performance of our activities and throughout our supply chain, could violate human rights.

The following guidelines have been defined in a manner consistent with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO) and the Due Diligence Guidance for Responsible Business Conduct of the OECD.

1. We respect labor rights of all our workers and contractor employees.
2. We take special care to ensure respect for the rights of vulnerable populations such as indigenous peoples, women and children.
3. We guarantee the right to freedom of association in trade unions and collective bargaining.
4. We prevent and reject any type of discrimination.
5. We promote equal opportunities for men and women, including salary equity.
6. We prohibit all types of forced labor, child labor, exploitation and/or human trafficking.
7. We categorically reject and act against unwanted conduct of a sexual or sexist nature or connotation.
8. We seek to prevent situations that could affect the rights of third parties by incorporating the necessary due diligence in our procedures.
9. We provide independent and transparent complaint channels, which are available to our employees, contractors and business partners, as well as members of the community.

The guidelines contained in this Policy apply to directors, managers, officers, employees and workers of Buenaventura and subsidiaries. Likewise, Buenaventura requires its associated companies, business partners, contractors and suppliers of goods and services in all locations to carry out their activities in compliance with these guidelines.

Buenaventura disseminates this Policy and undertakes to conduct internal and external training in order to progressively reinforce compliance herewith. We are also committed to report on our performance in Human Rights management in our Sustainability Report.

Lima, July 2022

Leandro García
CEO