

INCLUSION AND DIVERSITY

| OUR MANAGEMENT APPROACH

We aim to provide equal opportunities for all employees and promote the hiring of groups traditionally underrepresented in the mining industry, including women and Indigenous Peoples. We have a workforce with a wide array of backgrounds, cultures, and experiences, and we foster a respectful work culture, recognizing that our diversity can become one of our greatest assets. Our human capital and social sustainability departments work together to create programs to hire and retain local talent. Operation-level inclusion and diversity sub-committees develop and implement inclusion programs that address context-specific perceived barriers to hiring and retaining diverse talent, enabling us to foster greater inclusion and diversity across our operations.

Policies

- [Global Code of Ethical Conduct](#)
- [Global Human Rights Policy](#)
- [Board and Senior Management Diversity Policy](#)
- [Inclusion and Diversity Policy](#)
- [Social Sustainability Policy](#)

Plans, Programs, and Initiatives

- The Building Respect Together program fosters a respectful, safe and inclusive workplace culture.
- Training and education programs, and scholarships help grow the talent pool of women in mining-related careers.
- Our company-wide maternity leave program significantly increases maternity support in our operating jurisdictions.
- Fair compensation across our operations – salaries are set based on objective criteria, not gender. Salary bands are externally benchmarked on a regular basis.
- Employees can raise allegations of discrimination through the PAAS Listens employee feedback mechanism or through our Whistleblower Hotline, while service providers and community members can raise allegations through our community feedback and grievance mechanism.

Monitoring and Evaluating

- The hiring and retention of women in our workforce is monitored by Human Resources on a quarterly basis.

Accountability

- The Vice President of Social Sustainability, Inclusion and Diversity and the Vice President of Human Resources are responsible for inclusion and diversity initiatives and performance.
- The Chief Legal and Human Resources Officer, General Counsel has functional oversight of corporate human resources.
- The Human Resources and Compensation Committee of the Board has oversight of the Company's human resources strategy.