



BIODIVERSITY AND LAND USE

OUR MANAGEMENT APPROACH

Our Environmental Policy is Pan American's public commitment to biodiversity conservation and rehabilitation of impacted land in the areas where we operate. It underscores our commitment to avoid exploring or developing mines in internationally designated protected areas.⁽¹⁾ Through compliance with the Policy, we are able to design, construct, and operate with the intention of minimizing our impacts on biodiversity throughout the mine lifecycle in order to preserve biodiversity habitat and the surrounding ecosystems for future generations.

We employ a comprehensive biodiversity conservation system as part of our site-wide environmental management framework. This system, rooted in the mitigation hierarchy, prioritizes avoiding potential impacts on biodiversity, followed by minimizing, restoring, or offsetting unavoidable impacts.

Policy

- [Environmental Policy](#)

Standards and Guidelines

- The Biodiversity and Mine Closure Corporate Environmental Standard sets out minimum requirements for the biodiversity conservation management system at each operation.
- The Corporate Environmental Incident Management Standard contributes by highlighting necessary mitigation measures

for species present in or around our mine sites according to conservation status.

Plans, Programs and Initiatives

- We are committed, as stated in our Environmental Policy, to generating a net neutral or positive impact on the habitat and biodiversity over the mine life cycle at each of our sites. This commitment often drives rehabilitation and habitat creation on nearby degraded land unaffected by mining.
- Biodiversity baseline studies are conducted prior to the construction of new projects or significant changes in operations to identify critical or sensitive habitats and species.
- Biodiversity and community impact assessments are conducted prior to construction in new areas or the development of new projects in order to identify threats to biodiversity from our operations.
- Biodiversity management systems help sites manage biodiversity impacts during construction, operation, and closure. This includes species identification and monitoring, and may include relocation programs for certain flora and fauna species.
- Engagement with Communities of Interest (COIs)⁽²⁾ on issues related to biodiversity conservation helps us manage our impacts and tailor our programs to include community interests and local knowledge.
- Training is provided to relevant employees, contractors, and community members regarding

the biodiversity management plans and conservation objectives.

- Progressive reclamation restores habitats by rehabilitating disturbed areas that are no longer required for mining activities.

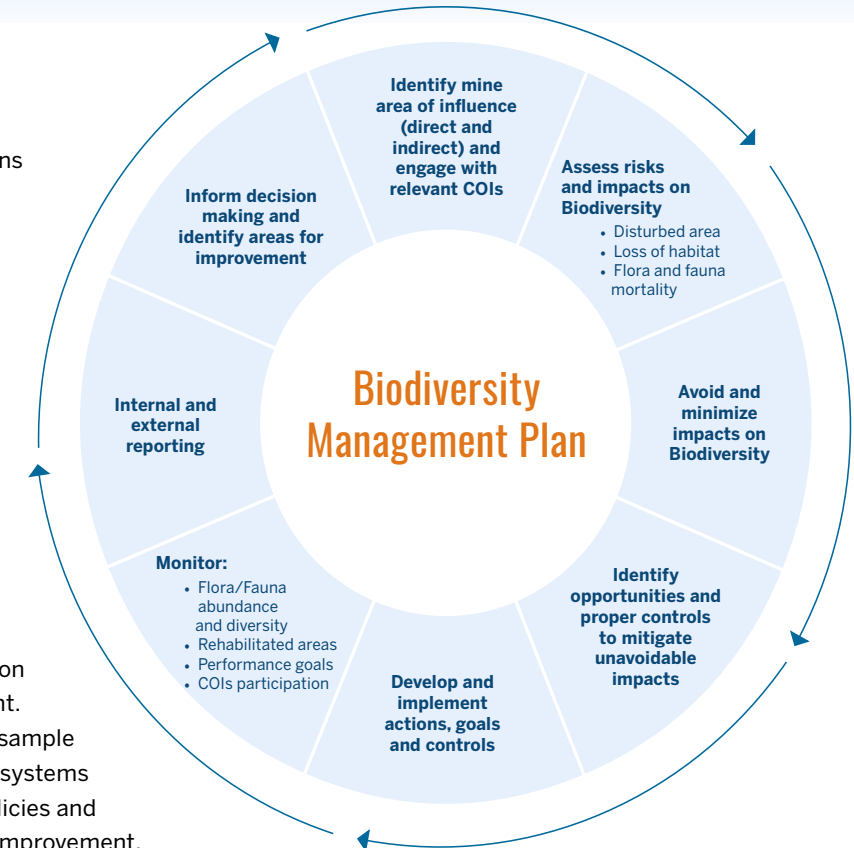
Monitoring and Evaluation

- The Mining Association of Canada's Towards Sustainable Mining Biodiversity Conservation Management Protocol is used by operations to assess performance and implement action plans for continuous improvement.
- Corporate Environmental Audits sample and review the site management systems to compare against corporate policies and standards and identify areas for improvement.
- Site inspections and biodiversity monitoring are conducted regularly to track the performance of the management system.

Accountability

- The General Manager at each operation is responsible for implementing the Biodiversity and Mine Closure Corporate Environmental Standard.
- The Vice President of Environment oversees and is responsible for biodiversity management for the Company.

- The Health, Safety and Environment Committee of the Board, along with the Communities and Sustainable Development Committee, oversee matters related to biodiversity practices.



⁽¹⁾ Defined as areas listed on the UNESCO World Heritage List, the International Union for Conservation of Nature (IUCN) Green List, and/or other officially protected areas.

⁽²⁾ We use the Mining Association of Canada (MAC)'s definition of Community of Interest (COI), which includes all individuals and groups that have an interest in or believe they may be affected by decisions regarding the management of our operations.