



Diversity, Equity and Inclusion

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Vicuña

DIVERSITY, EQUITY AND INCLUSION

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DIVERSITY, EQUITY AND INCLUSION**DIVERSITY, EQUITY AND INCLUSION POLICY****1. POLICY STATEMENT**

Vicuña Corp. and its subsidiaries ("Vicuña" or the "Company") recognize that a diverse, equitable, and inclusive work environment strengthens our organization, promotes the inclusion of different perspectives and ideas, fosters independent thinking, and ensures that the Company benefits from all the talent at its disposal. Our workforce should reflect the diversity of the countries and communities in which we operate. We respect individual and collective differences, promote equity of opportunity, and reject all forms of discrimination and exclusion. This commitment is key to being a responsible company and fostering broader social change within our sphere of influence.

2. SCOPE**2.1 Purpose**

This Policy guides our actions toward building a culture that promotes a safe and inclusive work environment where diversity is respected, equity is promoted, and fair and dignified treatment is offered to all individuals and organizations, without discrimination based on age, race, gender, marital status, national origin, religious beliefs, sexual orientation, disability, or any other protected characteristic. Within this framework, we trust our personnel will be able to develop their full potential with equal opportunities, should they desire.

2.2 Scope

This Policy applies to all Vicuña representatives, as defined in our Code of Conduct, including the Board of Directors, employees, and business partners. We will take appropriate action whenever we identify non-compliance with this policy by employees or third parties acting on our behalf.

2.3 Responsibility

The Sustainability Committee of the Board is responsible for reviewing this policy. Management of Vicuña Corp. and its subsidiaries are responsible for the implementation of this policy.

3. OUR COMMITMENT

We are committed to operating in accordance with the International Council on Mining and Metals (ICMM) Principles and its Position Statement on Diversity, Equity, and Inclusion (DEI). We align our practices with local laws, and where these differ from our internal standards, we will comply with applicable laws while seeking to follow the higher standard.

We commit to fostering a positive work culture based on respect, equity, and safety, where equal opportunities are granted based on merit, free from prejudice and discrimination based on age, race, gender, marital status, national origin, religious beliefs, sexual orientation, disability, or any other protected characteristic.

We adopt effective mechanisms that allow our staff, business partners and communities to report potential issues covered by this policy (including anonymously). We investigate complaints related to discrimination and harassment in our workplaces and strive to resolve such complaints expeditiously and fairly.

We aspire to positively influence the areas of influence and communities in which we work and contribute to beneficial cultural diversity and change in society.



DIVERSITY, EQUITY AND INCLUSION**4. OUR APPROACH**

Our integrated approach to DEI is based on the following principles:

- **Inclusive, respectful, and safe work environments:** We foster a culture founded on open communication, physical and psychological safety, respect, and mutual trust.
- **Equitable participation:** We provide fair opportunities in recruitment, evaluation, development, promotion, and leadership across all Company levels, within our commitment to make our best effort to prioritize local employment.
- **Gender equality:** We make our best effort to remove structural barriers impeding the effective participation and leadership in the workplace.
- **Gender-sensitive workspace and infrastructure design:** We make our best effort to incorporate a gender-sensitive approach into the design of workspaces and infrastructure, with the objective of facilitating the participation and safety of women within the work environment.
- **Pay equity:** We ensure pay equity for all personnel, irrespective of their gender, identity or origin. This is achieved through periodic evaluations of potential discrepancies, identification of underlying causes, and implementation of necessary adjustments to guarantee fair remuneration based on competencies, responsibilities, and performance.
- **Zero tolerance:** We maintain a zero-tolerance policy against all forms of physical, sexual, and psychological violence, intimidation, harassment, discrimination, and aggression within and related to the workplace.
- **Accessible remedy:** We provide effective and confidential mechanisms for reporting (including anonymously), investigating, responding to, and redressing acts of violence, discrimination, intimidation, aggression, and harassment. These mechanisms seek to ensure that no individual faces retaliation in our workplaces, local sites, or within our value chain.
- **Awareness and training:** We continuously train our representatives, personnel, contractors, and others on our DEI Policy, including topics related to conscious and unconscious biases.
- **Community relations:** We implement community relations programs that prioritize the inclusion of – and socioeconomic opportunities for – vulnerable groups.
- **Supply chain:** We extend our commitments regarding the prevention of harassment and violence to suppliers and contractors, and we require them to comply with Vicuña's ethical standards and foster practices aligned with these principles.
- **Monitoring and continuous improvement:** We systematically monitor DEI performance using indicators, target setting, and reporting, and we periodically update our approach to DEI accordingly.

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