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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

At Buenaventura, we are committed to respecting Human Rights in our activities and supply chain. In addition to our Code of Ethics and Good Conduct, the Conflict of Interests Management Policy, the Health and Safety Policy, and our environmental management policies, we provide specific principles and guidelines to prevent situations that could violate Human Rights.

These guidelines have been developed consistently with the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the OECD Due Diligence Guide, the International Labor Organization regulations (ILO) and the Mining Principles established by the International Council on Mining & Metals (ICMM).

This document establishes the company's commitments regarding the main issues relevant to Human Rights and promotes their dissemination and compliance among our stakeholders. We seek to prevent, mitigate, monitor and take corrective actions in situations that could affect the rights of third parties, making available to all independent and transparent complaint channels, so that all our operations and activities are framed under the universal principles of Human Rights.

- o We take special care to ensure respect for the rights of vulnerable groups such as indigenous peoples, women and children.
- o We guarantee the right to freedom of association and collective negotiation.
- o We respect labor rights of all our employees and contractors.
- o We prevent and reject any type of discrimination.
- o We prohibit all types of forced labor, child labor, exploitation, and/or human trafficking.
- o We do not tolerate workplace, physical, and/or sexual harassment.

We disseminate our policy and commit ourselves to carry out capacity building and training so our employees, business partners, suppliers and local communities understand and comply their responsibility to respect Human Rights.

We hope that our employees, contractors and suppliers, business partners, as well as the local communities, share their concerns or complaints about any possible breach of our corporate policies through our "Ethics Line". We are committed to transparently reporting on our performance in Human Rights management in our Sustainability Report.

Lima, July 2021