

## HUMAN RIGHTS

### **Scope**

This policy applies to Coeur Mining, Inc. and its direct and indirect subsidiaries (the “Company”). All employees of the Company are responsible for understanding and complying with this policy.

### **Policy Statement**

Coeur has the highest regard for the dignity, well-being, and human rights of our employees, the communities in which we work and live, and other stakeholders affected by our operations. We do not tolerate any human rights abuses at our operations, with our business partners, or within our supply chain. We do not tolerate child labor or forced labor of any kind. We believe that workers deserve a fair and living wage and respect our employees’ voluntary freedom of association. We engage with local communities, indigenous people, government agencies and other stakeholders to identify, understand and address potential impacts of our operations on human rights.

We strive to comply with applicable laws and regulations and develop and implement programs to facilitate compliance. This policy was informed by and we endeavor to act in accordance with the International Bill of Human Rights, the Universal Declaration on Human Rights, and the UN Voluntary Principles on Security and Human Rights. All employees are expected to conduct themselves consistent with the protection of human rights, including but not limited to complying with this Human Rights Policy, the Company’s Code of Business Conduct and Ethics, Equal Employment Opportunity Policy, Anti-Harassment Policy and other applicable Company policies and procedures. We expect our suppliers and business partners to abide by the principles in this policy, and verifying respect for human rights is a part of our supplier and business partner due diligence process.

Coeur is committed to responsible and ethical business practices and does not source gold or other minerals from conflict-afflicted and high-risk countries or areas.

### **Guiding Principles**

To accomplish the purpose of this policy, the Company strives to:

- Seek continual improvement in our human rights practices and performance;
- Embrace diversity in all its forms;
- Provide competitive compensation and benefits programs compared to local, regional, or national markets;
- Proactively develop our people and create a robust pipeline of future leaders;
- Include human rights information in the Company’s Code of Business Conduct and Ethics;
- Provide regular trainings on human rights as part of both annual ethics and compliance trainings and stand-alone trainings;
- Foster open and honest communication in all aspects of stakeholder relations;
- Establish long-term mutually beneficial relations with indigenous communities;
- Contribute to the health and economic well-being of surrounding communities, from exploration through closure, by fostering mutually beneficial business and community

# **POLICIES AND PROCEDURES**

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- partnerships;
- Provide a grievance mechanism for community members at each of our operations;
- Facilitate employee, supplier and business partner awareness of this policy and their involvement in its implementation.

## **Employee Reporting**

Any employee with a concern regarding human rights should initially raise the concern with his/her supervisor. Concerns may also be communicated to Human Resources, Operations leadership or General Counsel. Internal reporting is encouraged and will be addressed promptly by the appropriate parties. The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate or tolerate discrimination or retaliation against an employee or director for reporting, in good faith, a violation or potential violation of this policy, and any supervisor intimidating or imposing sanctions on any employee for reporting a matter in good faith will be disciplined.

## **Administration**

The Senior Vice President and Chief Operating Officer and the Senior Vice President, Human Resources under the oversight of the Chief Executive Officer and the Environment, Health, Safety and Corporate Responsibility Committee of the Company's Board of Directors are responsible for developing and administering this policy and programs concerning Human Rights matters.