

Silvercorp Occupational Health and Safety Policy:

Silvercorp has an unwavering commitment to the health and safety of our workers. In partnership with our employees and contractors, we aspire to be a workplace with zero work-related injuries and deaths. Workplace injuries are preventable, and we strive to eliminate occupational health and safety risks as much as possible through the identification, assessment, and classification of risks.

Silvercorp's Occupational Health and Safety Policy is under the direct oversight of Silvercorp's Board of Directors through the Sustainability Committee of the Board. At the implementation level, the company and all of its subsidiaries have established Production Safety Committees with the Safety Department or Emergency Management Department as the operation unit, and the Safety and Environmental Protection Section of the mines and processing plants responsible for the implementation of specific tasks in daily operations.

Silvercorp is committed to:

Continuous Improvement:

We will foster an environment of continuous improvement and optimize our available resources in all matters related to occupational health and safety in order to meet or exceed safety standards.

Compliance with Policies, Regulations, and Standards:

We will comply with all applicable occupational health and safety regulations and standards in the areas where we operate. We commit to enhancing the company's occupational health and safety management systems and ensuring that the ISO 45001 standard is applied across all of our operations. We will seek ISO 45001 certification on all mining projects once they are in production.

Minimizing Risk:

We will minimize health and safety risks and impacts related to our activities to the greatest extent possible by consistently monitoring, assessing, and controlling the hazard factors in production and operation. We have compiled a comprehensive evaluation of safety related risks and corresponding risk reduction measures and will utilize this to provide information-based dynamic monitoring of the implementation of safety production policies.

We will take due care to ensure that activities are safe for our employees, associates, contractors, subcontractors, and others who come into contact with our work processes.

Zero Harm:

We will continuously improve our occupational health and safety standards with a goal of zero work-related injuries and deaths. We will strive to reduce the Lost Time Incident Rate (LTIR) each year. We will conduct safety performance appraisals and review our implementation procedures to ensure that they are effective.

Education:

We will strengthen our occupational health and safety training protocols and organize regular training sessions and emergency drills to promote safety knowledge and increase employees' safety awareness. We will consult with our employees, contractors, subcontractors, and others on health and safety issues affecting their wellbeing and provide them with necessary information, instruction, and supervision to create a safety-conscious culture.

Inspections and Monitoring:

We will carry out on-site safety inspections regularly. We will work to enhance daily risk monitoring and early warning systems.

Company, Employee, and Contractor Accountability

We will work in partnership with our employees and contractors and share responsibility and accountability. The success of our occupational health and safety programs relies on our commitment to provide a safe work environment and our employees and contractors' commitment to uphold safe work practices. Employees and contracted workers must adhere to all safety guidelines to maintain a safe workplace for all.

We will establish an enforcement protocol to address violations to ensure that health and safety standards are being met.

Employee and Contracted Worker Health:

We care about the health and wellbeing of our employees and contracted workers. We will provide certified safety protection equipment and regular physical examinations for employees and contracted workers. We will strive to provide employees and contracted workers with safe and healthy working and living conditions.

Disclosure:

We will provide effective reporting and disclosure to both internal and external stakeholders regarding our occupational health and safety management policies and performance, and regularly disclose relevant information to the public.

Scope of application:

The Occupational Health and Safety Policy applies to Silvercorp Metals Inc., its subsidiaries, and contractors. Silvercorp actively encourages our partners to comply with this policy including suppliers, consultants, agents, and other business associates.