



**Fortuna Silver Mines Inc.  
("Fortuna")**

## **EMPLOYEE RELATIONS POLICY**

### **Policy Statement**

Fortuna Silver Mines Inc. and all of its subsidiaries are committed to creating a supportive workplace culture, based on mutual respect, fairness, and integrity, that enables employees to thrive and contribute to the development of the company and to society in general. We recognize that employee and contractor wellbeing is a cornerstone of our success. Human resources is a pillar of our Sustainability Framework. This Policy aims to ensure that we treat our workforce with fairness and respect, and equip our people to succeed.

### **Our Approach**

To this end, we expect all directors, officers, employees, and suppliers to uphold Fortuna's commitment to:

- Respect the human and labour rights of employees and contractors, by complying with all applicable laws, regulations, and standards; and, where possible, exceeding these requirements by implementing recognized industry best practices;
- Treat all our employees and contractors with fairness, respect, and dignity. We aim to conduct our business in a way that respects the rights of all people, including by:
  - Recognizing the right to freedom of association, peaceful protest and assembly, collective bargaining, form and join trade unions, and access to equal opportunity for employment;
  - Providing a safe and healthy workplace, free from harassment or discrimination as defined in our Code of Business Conduct and Ethics, Human Rights Policy and Diversity Policy;
  - Offering fair and equitable working conditions and competitive compensation within industry and host country standards, at all levels of the organization, without bias;
- Communicate openly and candidly with employees at all levels of the organization, ensuring employees are empowered to raise questions and concerns;
- Provide a formal, fair, transparent, and accessible mechanism for employees and contractors to raise confidential (and, if desired, anonymous) workplace complaints, investigate all allegations with merit, and take appropriate corrective action, safeguarding a complainant from intimidation, or retaliation for raising a concern in good faith;
- Ensure that all officers, employees, and contractors conduct themselves and our business in an honest, responsible, and ethical manner, in compliance with the relevant policies and standards that govern our operations and as outlined in our Code of Business Conduct and Ethics;
- Invest in providing appropriate training and development opportunities to support workforce capacity building and employee development;
- Allocate sufficient human, technological, and financial resources to meet our employee relations commitments and requirements, throughout the mining life cycle;
- Implement appropriate management systems for the full employee employment cycle, ensuring that our procedures, standards, and performance tracking (including on employee wellness) are fair and integrated into all aspects of our business; and

- Continuously improve our human resources management approach, by assessing our performance, seeking constructive dialogue, and consulting employees and contractors.

### **Training and Communication**

We use awareness and training programs, including for all employees, officers and directors, to ensure that our internal and external stakeholders understand and actively support this Policy and its expectations. We include this Policy in our Environment, Social and Governance training sessions. We maintain a current copy of this Policy on the Fortuna website, making it available to all directors, officers, employees, suppliers and other stakeholders.

### **Monitoring and Reporting**

We continually review employee and labour relations legislation, regulations, and standards in the jurisdictions in which we operate to ensure Fortuna's alignment. We develop and implement supporting policies, procedures, and internal reporting structures to embed this Policy throughout the company. We make our performance publicly available through reporting initiatives.

We expect all directors, officers, employees, and suppliers to take steps to prevent any violation of this Policy. This includes the timely identification and reporting of both incidents and potential issues before they escalate, and to seek additional guidance when necessary.

Any person who becomes aware of a violation of this Policy must immediately report the matter to their immediate supervisor/manager; if that is not possible, to the Director of Human Resources; or, anonymously, through the Whistleblower website at <http://fortuna.ethicspoint.com>. Officers and directors must report violations to the Director of Human Resources. If an employee or supplier reports the matter to their immediate supervisor/manager, that supervisor/manager must promptly report the matter to the Director of Human Resources, who will determine the most appropriate method to investigate and monitor progress, until the matter has been satisfactorily resolved. The Sustainability Committee appointed by the board of directors of Fortuna (the "**Board**") assists in fulfilling its oversight responsibilities related to this Policy and to ensure its appropriate monitoring.

Any person who raises genuine concerns will not be subject to retaliation or disciplinary action. Fortuna strictly prohibits retaliation by anyone as a consequence of making a good faith report of a possible violation of the law or this Policy. Retaliation or reprisal will result in disciplinary action, including termination.

### **Questions**

Any questions regarding this Policy should be directed to the Director of Human Resources of Fortuna.

### **Changes to this Policy**

Fortuna reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

This Employee Relations Policy was adopted by the Board on March 23, 2022.