



## HUMAN RIGHTS POLICY

### A. PURPOSE

SilverCrest Metals Inc. and its subsidiaries (collectively, "**SilverCrest**" or the "**Company**") respects and supports Human Rights (as defined herein). SilverCrest is committed to identifying, preventing, mitigating and monitoring adverse Human Rights impacts resulting from or caused by the Company's business activities.

SilverCrest considers "**Human Rights**" to be all internationally recognized human rights referred to in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work.

Respect for Human Rights is consistent with SilverCrest's values outlined in the Company's Code of Business Conduct and Ethics, which are fundamental to the sustainability of the Company and the communities within which SilverCrest operates. A diverse and inclusive workplace is critical to SilverCrest's success and all personnel have a responsibility, both individually and collectively, to operate in a way which respects Human Rights and fosters an inclusive culture in which all of the Company's people and partners (employees, shareholders, contractors, suppliers, local communities and any other stakeholder) are treated with dignity and respect.

SilverCrest is sensitive to Human Rights issues associated with mining activities. The Company seeks to prevent causing or contributing to adverse human rights impacts and will address, mitigate, and monitor any such impacts in a timely manner.

### B. APPLICATION OF THE POLICY

This Human Rights Policy (the "**Policy**") is applicable to the entire workforce of SilverCrest (including executives and the Board of Directors (the "**Board**")) and applies to all SilverCrest existing operations including active exploration sites.

### C. COMMITMENTS

SilverCrest is committed to the following:

- a. set out the Company's commitment to respect Human Rights across its operations and comply with all applicable human rights, related laws and regulations;
- b. develop and implement procedures, training and internal reporting structures to disseminate this Policy throughout the Company and into project exploration, short and long-term planning, mine development, construction, operation and mine closure;

- c. incorporate Human Rights due diligence into relevant business processes (including, but not limited to, all new projects, impact assessments, potential areas for negative Human Rights impacts, ongoing cases and contractors/ third-party onboarding);
- d. reject any form of slavery, forced or child labour;
- e. respect the rights to freedom of association and collective bargaining;
- f. operate fair employment practices and enforce a zero tolerance discrimination culture against individuals on the basis of race, gender, sexual orientation, gender identity or general expression, ethnicity, nationality, disability, age, religion, political opinion or union membership;
- g. support the rights and respect the traditions and heritage of Indigenous people;
- h. where the Company engages private security forces, provide adequate training to ensure such contractors act in a manner consistent with this policy and with the Voluntary Principles on Security and Human Rights (VPSHR);
- i. establish and maintain a grievance mechanism for Human Rights complaints to be reported and addressed without any discrimination to the person(s) making the submission;
- j. conduct regular reviews and audits of the Company's operations against this Policy;
- k. cooperate, where appropriate, with local government authorities in promoting Human Rights;
- l. take action where violations of this policy have been identified by the Company, employees, contractors or other stakeholders; and
- m. report on SilverCrest's performance against its human rights objectives and targets.

#### **D. CHANGES TO THE POLICY**

The Board reserves the right to change this Policy from time to time as it considers necessary.

Board Approval Date: February 23, 2022

Effective Date: August 10, 2021

Due for review: February 23, 2023

## **ACKNOWLEDGEMENT**

I acknowledge that I have read and considered the SilverCrest Metals Inc. Human Rights Policy (the "Policy") and agree to conduct myself in accordance with the Policy.

Signature

Print Name:

Date: