



SUPPLIERS CODE OF CONDUCT

At Aya Gold & Silver Inc. and its subsidiaries (“**Aya**”), we are committed to maintaining a culture of responsible and ethical sourcing and mining that positively impacts lives. Our values of passion, perseverance, respect, and ethics guide our actions and decisions. We believe in the importance of corporate responsibility and expect our Suppliers, whether of goods or services, to share this commitment. This Code of Conduct outlines the standards and expectations we have for our Suppliers. In addition to complying with applicable laws and regulations in the countries where they do business, and applicable contractual obligations, Suppliers are required to meet the following standards:

1. **Safety Culture.** Suppliers will:

- Establish and sustain robust standards, procedures, and management controls to ensure unwavering compliance with relevant health and safety laws and regulations.
- Actively engage their employees in enhancing health and safety practices.
- Uphold a shared commitment that places the safety and well-being of every individual as the top priority, ensuring everyone returns home safely every day.

2. **Human Rights.** Suppliers will:

- Uphold and respect the protection of universally recognized human rights.
- Commit to non-complicity in human rights violations, refraining from providing assistance, encouragement, or moral support that contributes to such violations, and actively opposing or reporting such abuses.

3. **Labour Standards.** Suppliers will:

- Contribute to eradicating modern slavery, forced labor, and human trafficking.
- Respect employees' rights to join trade unions or employee associations without interference (see People Policy).
- Comply with local laws on the legal working age and child labor laws.
- Adhere to international standards on modern slavery, children's rights, and non-discrimination.
- Follow maximum working hour laws and provide adequate rest periods.
- Promote a discrimination-free workplace (see People Policy).
- Eliminate corporal punishment and ensure transparent disciplinary procedures.
- Provide fair wages meeting legal minimums and covering basic living expenses.
- Offer safe and hygienic living conditions, if accommodations are provided by Suppliers.
- Monitor and uphold labor rights and working conditions throughout operations and the supply chain (complying with European Bank for Reconstruction and Development's Performance Requirement 2 for third-party workers).

4. **Environment.** Suppliers will:

- Establish and sustain environmental standards, procedures, and management controls to ensure constant compliance with pertinent international standards, laws, and regulations.

- Advocate a precautionary approach in situations where there is reasonable suspicion of environmental harm.
- Foster the development and adoption of technologies that endorse sustainable development, environmental preservation, pollution reduction, increased recycling, and waste reduction.

5. Business Conduct and Ethics. Suppliers will:

- Refrain from engaging in any form of corrupt activity and adopt comprehensive policies and procedures to ensure compliance with applicable anti-corruption laws and adhere to any of Aya's anti-corruption policies.
- Conduct business in compliance with applicable laws and consistent with Aya's Code of Business Conduct and Ethics, available at ayagoldsilver.com/corporate-governance.

6. On-Site Activities.

- Suppliers are expected to adhere to Aya's policies and procedures, including those related to health, safety, environment, and social standards, while working on Aya properties. Aya may conduct periodic reviews of Vendor adherence to these standards.

7. Contract Security Providers. Suppliers who provide security services will:

- Operate in compliance with applicable laws and regulations governing the provision of security services.
- Ensure their security personnel is trained regarding the principles of human rights and respect for local communities.

8. Commitment to Suppliers.

- Aya is committed to supporting its Suppliers in upholding the standards outlined in this Suppliers Code of Conduct. We believe in fostering a strong partnership with our Suppliers to ensure mutual success and compliance with our shared values.

9. References. Suppliers will comply with, as applicable in the context of the nature of the services, all Aya's policies as amended from time to time, including the following:

- Code of Business Conduct and Ethics
- Cybersecurity Policy
- Diversity, Equity and Inclusion Directive
- Employment Conduct, Non-Discriminatory Treatment and Equal Opportunity Policy
- Health, Safety, Environment and Community Policy
- Human Rights Policy
- Insider Trading Policy
- Anti-Corruption and Anti-Bribery Policy
- People Policy
- Privacy Policy
- Social Media and Internet Usage Policy
- Tailings Management Policy

All policies are available on Aya's website at ayagoldsilver.com/corporate-governance.

By partnering with Aya, Suppliers agree to comply with this Suppliers Code of Conduct and Aya's policies. We appreciate your commitment to responsible and ethical business practices.