

## HUMAN RIGHTS POLICY

### A. PURPOSE

Great Panther Mining Limited (“Great Panther” or the “Company”) and its subsidiaries are committed to respecting the human rights of all individuals and communities where it operates by integrating human rights best practices into its management and governance practices and programs.

The United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights guide our business activities. This policy should be read in conjunction with Great Panther’s Sustainability Policy and Great Panther’s Code of Business Conduct and Ethics and other policies and procedures.

### B. SCOPE, ROLES AND RESPONSIBILITIES

This policy applies to all directors, officers and employees of Great Panther and its subsidiaries, and any contractors or consultants representing or acting on behalf of the Company or a subsidiary of the Company.

This policy is reviewed and approved by the Board of Directors on an annual basis.

### C. POLICY

Our commitment is reflected in our relationships with the communities where we operate and how we interact with all stakeholders. As part of our commitment to responsible mining, we recognize our responsibility to respect<sup>1</sup> the protection of human rights in our business activities.

Therefore, we will:

Comply with applicable laws, rules, and regulations in the countries and regions where we operate, and respect applicable internationally recognized human rights laws and standards.

Respect human rights related to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, minimum wages, peaceful assembly, and equal opportunity.

Not discriminate against any individual based on race, religion, ethnicity, national or cultural origin, colour, gender, age, sexual orientation, citizenship, marital status, pregnancy, disability or any other legally protected characteristic unrelated to an individual’s job performance.

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<sup>1</sup> According to the UN Guiding Principles on Business and Human Rights, the corporate responsibility to respect human rights, means that business enterprises should act with due diligence to avoid infringing on the rights of others and address adverse impacts with which they are involved.



Commission human rights assessments in instances where, through a comprehensive risk assessment and/or due diligence process, the Company identifies a significant risk of human rights abuses in the area where we operate or are considering operating.

Engage our stakeholders and communities for input and feedback related to our human rights management approach and performance.

Regularly review our performance, and that of our key suppliers and contractors, on human rights matters relative to our policies and standards to enable continual improvement in our human rights management and performance.

Seek out opportunities to support and promote the enjoyment of human rights for our stakeholders and communities (e.g., the right to education).

Support the elimination of all forms of child and forced labour.

Communicate this Policy internally and externally to help ensure our stakeholders understand our human rights responsibilities and commitments.

Publicly communicate our human rights management approach and performance through annual reporting initiatives.

This policy does not supersede applicable laws and regulations in the jurisdictions in which we operate; rather, it is intended to describe our commitment to the protection of human rights and the prevention of human rights abuses.

#### **D. REFERENCES**

- Code of Business Conduct and Ethics
- Sustainability Policy