

OUR COMMITMENT

Tahoe Resources Inc. and its subsidiaries (“**Tahoe**”) are committed to managing security operations in a socially responsible manner, for the protection of employees, local stakeholders and company assets. The Company recognizes that effective security is a combination of physical security measures and strong community support and we value the trust and confidence placed in us by our stakeholders. Thus, the responsible management of security is a key component of the company’s business activity and Tahoe strives to provide a safe working environment for its staff and contractors, while respecting the rights and traditions of our local stakeholders.

- ✓ Tahoe recognizes the rights and freedoms set forth in the Universal Declaration of Human Rights and it supports the implementation framework described in the UN Guiding Principles on Business and Human Rights.
- ✓ Tahoe's security management aligns with all corporate policies including the Human Rights Policy and the Code of Business Conduct.
- ✓ Tahoe's security approach is guided by the Voluntary Principles on Security and Human Rights (“Voluntary Principles”).
- ✓ Tahoe is committed to ensuring our security providers are aligned with corporate policies and internationally recognized standards, including the Voluntary Principles.

GOVERNANCE

Tahoe is committed to best practice approaches employing highly trained professionals, recognized global standards, and appropriate technologies that meet the company's needs wherever we operate. The Company has implemented a governance model that ensures alignment between policy direction and implementation, with oversight at each level to ensure accountability for activities and results. The Board of Directors oversees responsible security management through the Health, Safety, Environment and Community Committee and the Corporate Social Responsibility Steering Committee.

Our comprehensive security approach focuses on:

- ✓ Risk management - to identify and manage risks effectively, with a focus on preventing security incidents
- ✓ Strong control measures - with appropriate frameworks and effective procedures, standards, and guidelines that can be consistently applied across all operations
- ✓ Appropriate response to incidents - to investigate and analyze security incidents, to take appropriate action and continuously improve
- ✓ Adherence to rule of law - to operate in accordance with the laws of the countries where we do business
- ✓ Commitment to provide access to remedy for stakeholders regarding potential, actual, or perceived human rights and security-related concerns

SECURITY FRAMEWORK

Meeting Tahoe's commitments is achieved by employing a security framework that all Tahoe operations adhere to, enabling the company to manage and respond to security challenges wherever it operates. The framework provides control measures to allow Tahoe's in-country management to confirm security providers are working in a manner that meets company standards and respects the rights of all stakeholders. The strong reporting relationship between corporate, regional and site security staff creates consistency in deploying the security framework and facilitates sharing of best practices.

Each operation manages a system of standards across its security operations. Providers' security structure is audited/reviewed for compliance prior to assigning contracts and at the renewal of each contract or, at a minimum, every two years. Compliance is monitored throughout the lifetime of the contract, allowing Tahoe to hold providers responsible for any non-compliance issue.

Tahoe requires its security providers to demonstrate their commitment to meeting standards that align with the Voluntary Principles. The Security Policy is included in each security contract as part of contractual obligation. The framework provides a minimum requirement providers must meet, or exceed. All providers must demonstrate to the satisfaction of in-country management, the following;

- ✓ They are licensed to provide the security service
- ✓ They have current staff and third party insurance that meets legal requirements
- ✓ They have a Human Rights Policy, the content of which is included in the provider training package
- ✓ They have a Code of Conduct, the content of which is included in the provider training package
- ✓ They have advised the company of any outstanding legal cases against them
- ✓ They have demonstrated a robust recruitment process, including criminal and potential human rights abuse checks
- ✓ They have demonstrated their ability to record, review and take remedial action against any internal or external grievance
- ✓ They are registered with a security governing body, such as the International Code of Conduct Association (ICoCA), or similar
- ✓ Their staff are provided the benefits afforded by the respective country's employment laws
- ✓ They have necessary legal support available to guards involved in any work-related incident and guards are aware of the support available
- ✓ They have country specific guard training packages, which must be supported by an annual schedule of training and available for review on a monthly and quarterly basis. Training must include Human Rights and Security, Use of Force, Conflict Management, Safe Weapon Handling, First Aid, and Driver Training.

PUBLIC SECURITY

We take very seriously our responsibility to human rights in all aspects of our business and expect the same of our security provider, business partners, employees, contractors, and community stakeholders. Tahoe strives to reach agreements with host-state governments and public security that make clear our commitment and expectation to adhere to the Voluntary Principles. Tahoe emphasizes the importance of communication, consultation, and monitoring of interactions with public security and government officials.

Tahoe believes that everyone has the right to feel safe in their community. Wherever Tahoe operates, security personnel maintain a good relationship with local law enforcement, and work cooperatively with communities to prevent crime and enhance site safety. Following strict criteria, Tahoe is committed to aiding public security groups to allow them to provide community safety and support to residents living in the area of our operations. Tahoe's support is provided in accordance with Voluntary Principles guidelines to which it aligns.

RELATED POLICIES

- Code of Business Conduct
- Corporate Social Responsibility Policy
- Human Rights Policy