

VISION

Tahoe recognizes a talented and diverse workforce provides a key competitive advantage and creates positive value for our shareholders, communities and employees. Diversity among our employees and directors also enhances our organizational strength and makes us more creative, flexible and productive.

As a leading mining company in the Americas, Tahoe recruits people from all around the globe with diverse cultural, linguistics and national backgrounds. Tahoe respects and appreciates differences in gender, age, ethnicity, indigenous origin or heritage, beliefs, sexual orientation, nationality and other characteristics that make us unique. The wide array of perspectives that results from such diversification enhances our understanding of complex markets and improves business performance.

All people should be treated with respect and dignity. The intention of this policy is to encourage diversity along many dimensions of the Company. Our business success depends on the quality and skills of our people.

COMMITMENT

The Board is committed to achieving diversity among its members and Tahoe's senior management. This includes diversity of gender, ethnicity and geographic origin, in addition to relevant and diverse professional experiences, skills and knowledge.

When identifying Board candidates, the Corporate Governance and Nominating Committee ("CGNC") shall consider persons who are highly qualified based on their talents, experience, functional expertise and character, having regard for Tahoe's market environment and strategic objectives.

In furtherance of Tahoe's commitment to diversity, the Board will balance these objectives with the desire to identify and promote individuals who reflect diversity for service on the Board and senior executive positions. In particular, the Board will consider the level of representation of women and other diverse candidates when nominating individuals to serve on the Board, in senior officer positions and in succession planning.

MONITORING AND ANNUAL REVIEW

In implementing this policy, the CGNC and the Board will:

- Continue the Board's annual robust effectiveness evaluation and skills matrix program as described in Tahoe's Management Information Circular.
- Ensure that qualified individuals considered for open Board and Senior Executive Positions include female and other diverse candidates.
- Foster the identification and promotion of diverse candidates and factor diversity into succession planning.
- Assess the effectiveness of the nomination and other processes used to achieve diversity and to participate with management to encourage the hiring, training and promotion of a diverse workforce.
- Report to the Board at least annually on the effectiveness of this Policy.

Related Tahoe Policies: Code of Conduct/Human Rights/Corporate Social Responsibility