

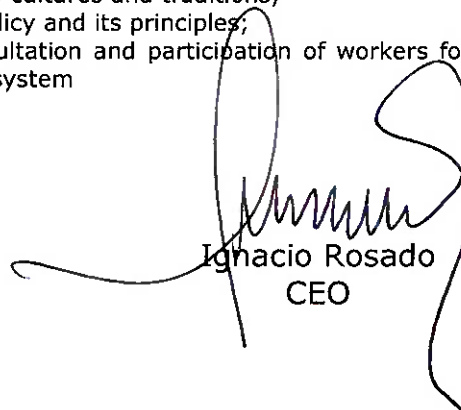
INTEGRATED MANAGEMENT POLICY **nexa**

It is Nexa¹ policy to act in a safe and responsible manner, respecting people and the environment, providing products and services that meet or exceed customer needs, as well as promoting values and practices, together with society, that contribute to sustainable development.

PRINCIPLES

Nexa¹, a mining and metallurgy company, has the following principles:

- Seek and adopt the best quality management practices, environment, health and safety at work and social responsibility, aiming at the sustainability of the business;
- Act preventively, mitigating and minimizing hazards and risks, protecting the health and safety of employees from injuries, illnesses, illnesses and incidents, promoting safe and healthy working conditions and investing in pollution prevention actions;
- Comply with or exceed legal requirements, collective bargaining and internal standards for the environment, quality, health and safety at work, social responsibility, voluntary programs and other related requirements to which Nexa¹ subscribes;
- Promoting social responsibility in all our activities, seeking the sustainable development of the communities where we operate, and respecting human rights and international standards of conduct, treating everyone with dignity and respect.
- Dialogue ethically and transparently with stakeholders to build relationships of trust, in accordance with the guidelines of the organization's Code of Conduct;
- Taking responsibility for the impacts of the decisions and activities in the society, environment, and economy, ensuring that measures are taken to prevent recurrence of unintentional or unforeseen negative impacts.
- Maintain physical assets at an adequate level to protect the environment, the health and safety of employees and meet production requirements, balancing the risks and costs involved;
- Develop and implement competitive projects, enabling Nexa¹ strategy in accordance with the quality, environment, health and safety and social responsibility management system;
- Permanently seek customer satisfaction, meeting or exceeding their expectations;
- Train, support and commit employees in the continuous search for improvements, towards the operational stability of production processes, getting the most out of our assets and raising the performance of the quality, environment, health and safety management system and the social responsibility;
- Ensure that all employees receive fair remuneration according to the activity performed, as well as dignified working conditions, a favorable work environment and oriented towards their professional and personal development;
- Develop activities in favor of the well-being of employees and the populations that inhabit the surroundings of our operations, respecting their diversity, cultures and traditions;
- Ensure workers understand, promote and support this policy and its principles;
- Commit to the implementation of mechanisms for consultation and participation of workers for continuous improvement of the integrated management system



Ignacio Rosado
CEO

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¹ The term Nexa refers to companies Nexa Resources, Nexa Recursos Minerales S.A., Nexa Resources Cajamarquilla S.A., NEXA RESOURCES ATACocha S.A.A., NEXA RESOURCES EL PORVENIR S.A.C., NEXA RESOURCES CAJAMARQUILLA S.A., NEXA RESOURCES PERU S.A.A.