

Hecla Mining Company

Human Rights Statement

Hecla Mining Company supports fundamental human rights and responsible workplace practices across the company and in all jurisdictions in which we conduct our business.

We conduct business in jurisdictions where human rights laws are respected and promoted and we are committed to respecting and observing all human rights and strive to conduct our business in a manner consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. This includes providing assurance that our operations will not support, benefit from or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law. Our commitment to fair, ethical, and responsible business practices as we engage with our employees, vendors and communities around our operations is embodied in our Code of Conduct. We regularly engage with our stakeholders, including our local communities, indigenous peoples, and government agencies to identify, understand and address potential impacts of our operations on human rights.

Our success as a company is driven by our people and we are committed to treating every employee with respect and dignity. We do not tolerate discrimination or harassment and seek to comply with all labor laws and regulations in the regions where we operate including those that address child labor, forced labor, equal pay, nondiscrimination, and harassment in our workplace. Hecla also strives to work with our vendors and contractors and have set out clear expectations for them in their management of human rights.

We also believe we can help improve the economic and social health of the communities in which we operate by working with key partners on jobs, improved health, and environmental stewardship.

Our human rights commitment and performance is governed by Hecla's Board of Directors.

Approved by
Board of Directors
September 22, 2020