

SUPPLIER CODE OF BUSINESS CONDUCT AND ETHICS

Purpose

This Supplier Code of Business Conduct and Ethics (this “Code”) is intended to govern the conduct of suppliers to Coeur Mining, Inc. and its subsidiaries when doing business with or on behalf of Coeur.

For the purpose of this Code, reference to “the Company” or “Coeur” shall mean Coeur Mining, Inc. and/or any of its subsidiaries; “Suppliers” shall mean any person, corporation or other legal entity that provides goods and/or services to Coeur or engages in any other commercial relationship with Coeur and shall include the employees, directors, officers, affiliates, agents and subcontractors of such person or legal entity; “Code” means this Supplier Code of Business Conduct and Ethics, which may be amended from time to time.

Policy Statement

Coeur’s purpose statement is **“We Pursue a Higher Standard”**. We are committed to seeking and delivering a higher standard of ethics and integrity in every aspect of our business, including in our interactions with our Suppliers, and we expect the same commitment from our Suppliers. Our goal is to “Protect, Develop and Deliver”:



PROTECT

OUR PEOPLE, PLACES, PLANET



DEVELOP

QUALITY RESOURCES, GROWTH, PLANS



DELIVER

IMPACTFUL RESULTS THROUGH TEAMWORK

Protect people, places and planet:

- Health & Safety – Each individual working at our sites is responsible for his or her own health and safety and the health and safety of those around him or her
- Alcohol & Drugs – We have zero tolerance for drugs and alcohol at our sites and for working while under the influence of drugs or alcohol
- Environmental Responsibility – We protect the environment and the communities in which we operate

Develop quality resources, growth and plans:

- Information and Assets – We expect Suppliers to maintain the confidentiality of information disclosed or made available by Coeur to the Supplier
- Record Keeping – We expect Suppliers to keep accurate business records about their work with Coeur
- Anti-Discrimination & Anti-Harassment – All individuals working at our sites, including Suppliers, have the right to work in an environment that is free from discrimination, harassment and bullying. We expect our Suppliers to treat each other, Coeur employees and others at our sites with respect and dignity

Deliver impactful results through teamwork:

- Laws – Suppliers must comply with all applicable laws
- Anti-Bribery & Anti-Corruption – Our Suppliers are prohibited from paying or accepting bribes or other improper payments
- Conflicts of Interest – We expect our Suppliers to act ethically and refrain from taking any action that would create a conflict of interest with respect to the services it provides to Coeur. Any conflict of interest or potential conflict of interest must be immediately reported to Coeur
- Fair Dealing – We expect our Suppliers to deal with Coeur and with other business partners fairly and with integrity

While this Code deals with major areas of concern, it cannot cover every situation which may arise. Suppliers are expected to exercise their own best judgment and discretion within the parameters of this Code, keeping in mind the high standards to which the Company is committed. You can read more about our Purpose Statement in our Code of Conduct and Business Ethics on our website. All Suppliers are expected to complete a due diligence questionnaire prior to beginning work at one of our sites. The questionnaire will be provided by Coeur and provides us with important information about our Suppliers and compliance by Suppliers with this Code.



PROTECT

Health, Safety and Environmental Practices

Safety is always the Company's first consideration. Suppliers must apply safe work practices (including regulatory and contract-specific requirements), hold high regard for the quality of the environment in their conduct of all activities and exercise good judgment in work decisions. Suppliers performing work on our property or on Coeur's behalf must instill health, safety and environmental regard in every aspect of their work processes and in the attitude and behavior of all their employees and subcontractors. In addition, Coeur is focused on protecting the communities and environments in which we operate. By way of example and not limitation, Suppliers performing work at Coeur's sites or on our behalf must:

1. Complete all health and safety training required by the Company and by law (including the Mine Safety and Health Act for our US sites) prior to any visit or to conducting work or business on any of Coeur's sites;
2. Obtain and keep current all required environmental permits and registrations;
3. Identify, control and mitigate any unsafe condition, and immediately report unsafe working conditions if unable to control and mitigate;
4. Comply with all applicable environmental laws and regulations when conducting work at any of the Company's sites;
5. Reduce, control and/or eliminate wastewater, waste and pollution at the source;
6. Reduce, control and/or eliminate air emissions of volatile chemicals, corrosives, particulates, aerosols and combustion products;
7. Conform to applicable labeling, signage and warning requirements;
8. Immediately report any environmental, health or safety incidents, including spills;
9. Recycle as appropriate; and
10. Identify, manage, store, move and handle hazardous substances in accordance with applicable law.

Suppliers are directed to review Coeur's [Environmental, Health, Safety and Corporate Responsibility Policy](#).

Coeur has a zero-tolerance policy for the use of drugs or alcohol by our Suppliers and for the presence of drugs or alcohol at our sites. All Suppliers are required to strictly comply with all Company drug and alcohol policies. Suppliers must not report to work or engage in any work for or on behalf of the Company, or in any fashion represent, or make any representations on behalf of the Company, while under the influence of illegal drugs or alcohol. In addition, Suppliers may not possess illegal drugs or controlled substances while on the Company's premises or while conducting business with or for the Company. This prohibition also applies to marijuana in jurisdictions where its sale or use is legal, but this prohibition does not apply to legally-obtained medications used as directed by a licensed medical practitioner that do not create a safety risk (e.g., impairment while operating machinery, judgment and decision making).

Human Rights

Coeur has the highest regard for the dignity, well-being, and human rights of our employees, the communities in which we work and live, and other stakeholders affected by our operations. We expect our Suppliers to observe these principles as well, including compliance with our [Human Rights Policy](#). We do not tolerate any human rights abuses by our Suppliers. We do not tolerate child labor or forced labor of any kind even if a Supplier's practices or conduct do not violate the laws of the jurisdictions in which it operates. Coeur requires that, at a minimum, Suppliers comply with the guidelines set forth in this Code and in our Human Rights Policy, even in instances where local laws may be less restrictive.



Workplace Standards and Practices; Compliance with the Law

Suppliers shall comply with all applicable laws and regulations in every jurisdiction in which the Supplier operates, including those in which the Supplier conducts business with, or on behalf of, Coeur. Suppliers must uphold the human rights of all workers by treating them with dignity and respect. Suppliers are expected to comply with this Code, even if the conduct would otherwise be legal under applicable local laws. If local laws are more restrictive than this Code, Suppliers are expected to, at a minimum, comply with applicable local laws.

Suppliers are fully responsible for the quality, performance, behavior, supervision and protection of their personnel and subcontractors. We require our Suppliers to distribute this Code to their subcontractors and suppliers and to require compliance of their subcontractors and suppliers with this Code. The Company retains the right in its absolute discretion to require the removal of any personnel or subcontractor (or personnel of a subcontractor) of a Supplier from a job site in appropriate circumstances, including, but not limited, to: (a) if there is reasonable cause to believe a person is under the influence of alcohol, drugs or other substances that may adversely affect that person's work or create a safety risk, (b) for commission of an illegal act, (c) for threatening or harassing the public or a Company employee, or otherwise engaging in abusive or disruptive conduct, (d) for violation of a Company policy, or (e) for performing an unsafe act.

Non-Discrimination

Suppliers are expected to judge their employees and subcontractors based upon their ability to do their jobs and not upon their physical and/or personal characteristics or beliefs. Suppliers must not discriminate based on race, color, gender or gender identity, religion, national origin, sexual orientation or any other characteristic or status protected by applicable law.

No Harassment

Suppliers shall treat every employee with respect and dignity and shall not subject any employee to physical, sexual, psychological or verbal harassment or abuse. Similarly, Coeur will not tolerate any harassment directed towards Coeur employees or our other business partners.

Wages and Benefits

Suppliers are expected to compensate their employees fairly and competitively relative to their industry and in full compliance with applicable local and national wage and hour laws.

Proper Use of Company Assets and Information

Suppliers shall protect and conserve any resources made available by the Company and shall use them only for purposes authorized by the Company. Company resources include tangible items, such as vehicles, equipment, facilities, consumables and computer and communication systems, as well as intangible items, such as the Company's good name and reputation, employee productivity and sensitive or confidential information.

Suppliers shall respect and not infringe upon the intellectual property ownership rights of the Company or third parties, including, but not limited to, proprietary information, copyrights, patents, trademarks and trade secrets.

Each Supplier acknowledges that Coeur's information is a valuable asset. Suppliers shall protect the Company's confidential information and shall not divulge, dispose of inappropriately or copy any Company information that a prudent business person would consider sensitive or which is designated as sensitive, proprietary or confidential, whether delivered or granted access to in oral, written, electronic or visual form and whether or not marked as "confidential." Such information includes, but is not limited to, strategic, personal or financial information, or information about unpatented technology. Suppliers shall not use or allow the use of such information for securities transactions or any improper benefit or gain. It may be appropriate in some cases for the Company and Suppliers to agree to additional specific nondisclosure provisions. Supplier shall not claim or imply any endorsement by the Company or the Company's employees without the prior written consent of the Company.

Except as required by any applicable law, or otherwise permitted by the prior written consent of the Company, Suppliers are not permitted to use the Company's name, logo or trademarks or to make any public announcements or disclosures in relation to the subject matter of their contract or their dealings with any personnel of the Company.

Supplier acknowledges that the Company is a publicly-traded company, subject to Federal and State securities laws that prohibit, among other things, buying, selling and other transactions or transfers of securities issued by Coeur by any person who possesses, or has access to, material non-public information concerning the Company. A Supplier who knows or has access to material non-public information regarding the Company shall not buy, sell, or transact in securities issued by the Company. Supplier shall ensure that all of Supplier's employees, subcontractors, agents and any other third party that may know or gain access to any material non-public information concerning the Company, are made aware of applicable securities laws restricting the trading of securities and further ensure that no improper transactions are executed by the same. Without regard to any penalties imposed by others, including but not limited to, the Securities and Exchange Commission, the United States Justice Department and the New York Stock Exchange, willful violation of this Code constitutes grounds for immediate termination of any business relationship with the Supplier and any affiliated agreement.

Accuracy of Business Records

Each Supplier shall make and keep books and records that accurately and fairly reflect the Supplier's transactions and dispositions with the Company, and devise and maintain an adequate system of internal accounting controls. Supplier must comply with all record keeping and retention best practices and laws, including the Foreign Corrupt Practices Act. Each Supplier must record and report facts accurately, honestly and objectively. Supplier shall not hide, fail to record, or make false entries. All financial books and records must conform to generally accepted accounting principles.



Business Ethics

Suppliers must be committed to the highest standards of ethical conduct when dealing with their employees, subcontractors, government and regulatory authorities, local communities and the Company. Any and all forms of illegal or unethical activity, including, but not limited to, corruption, misrepresentation, extortion, embezzlement or bribery, are strictly prohibited and may result in immediate termination of any or all agreements with the Company and possible legal action. Records prepared for the Company, including records of work time and expenses, shall be accurate, truthful and complete, and shall meet applicable standards and requirements. Most countries around the world have laws that prohibit making payments or giving anything of value to improperly influence government officials. All Suppliers are expected to comply with all applicable anticorruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act, as amended, which prohibits offering, promising, paying or providing, or authorizing the payment or providing of anything of value, directly or indirectly, to a foreign government official to improperly influence the recipient to misuse his or her official position for the purpose of obtaining or retaining business for or with, or directing business to, any person, or obtaining any improper business advantage.

Suppliers should endeavor to deal fairly with the Company and its employees, directors, officers and external advisers and with the Supplier's subcontractors and other business partners. No Supplier should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice and uphold fair business standards in advertising, sales and competition. Employees, subcontractors, agents or affiliates of Suppliers must act in a fair and impartial manner and must avoid both real and perceived conflicts of interest in the business they conduct with or on behalf of the Company. In the event a Supplier identifies a real or potential conflict of interest, the Supplier must immediately inform Coeur.

Each Supplier must disclose information regarding its business activities, structure, financial situation, and performance in accordance with applicable law and prevailing industry practices as may be requested by Coeur from time to time.

Gratuities

Gifts, entertainment, travel, per diem reimbursements, or any other form of gratuity may not be given or received by Supplier as a reward, encouragement or improper influence for preferential treatment. Any Supplier that wishes to give or receive modest gifts and entertainment, to or from the Company or any of its employees, must receive pre-approval by the Company's senior management in accordance with the Company's policies, and no such approval may be requested in connection with or during any actual or anticipated bidding/tendering process.

Subcontractors

Suppliers must not use subcontractors in the performance of work for the Company without prior approval from the Company, and only after the subcontractor has agreed in writing to comply with this Code. Suppliers must ensure that any subcontractor used has ethical and business practices that are similar to the Company's standards and practices.

Audits and Inspections

Verification of compliance with this Code is subject to audits by the Company or a third party designated by or otherwise acceptable to the Company. Failure of Supplier to comply, or failure to work with the Company or a third party engaged by the Company, to correct non-complying situations is grounds for cancellation of open orders, discontinued services or termination of existing contracts.

Penalties for Non-Compliance

The Company reserves the right to terminate its business relationship with any Supplier, including terminating then-existing agreements between the Company and the Supplier, who violates this Code or if any of Supplier's employees, agents or subcontractors violate this Code. The Company reserves the right to terminate its business relationship with any Supplier, including terminating then-existing agreements between the Company and the Supplier, who fails to provide written confirmation to the Company, upon request by the Company, that it has a program in place to monitor its suppliers and subcontractors for compliance with this Code. The Company reserves the right to require Suppliers to certify and acknowledge receipt and understanding of this Code, as frequently as the Company may determine in its sole discretion.

Relationship Between the Company and Supplier

This Code does not create a contractual relationship between the Company and any Supplier and does not confer, nor shall it be interpreted, construed or deemed to confer, any rights on the part of third-parties, including any third-party beneficiary rights. For example, no employees of any Supplier shall have any rights or claims against the Company by virtue of this Code, nor shall such employees have any rights to cause the Company to enforce any provisions of this Code; the decision with respect to any such actions is reserved by the Company in its sole discretion.

Conclusion

We thank you for your compliance with this important Code and look forward to a mutually beneficial relationship with all of our Suppliers based on the highest levels of ethical behavior and in pursuit of a higher standard.

Last Revised: November 2021