

ERO COPPER CORP.
GLOBAL HUMAN RIGHTS POLICY

1. Introduction

The Board of Directors (the “**Board**”) of Ero Copper Corp. (“**Ero**” or the “**Company**”) has formalized its policy relating to the Company’s commitment to respecting the human rights of all individuals and communities and respecting the laws of the countries where Ero operates in the form of this Global Human Rights Policy (the “**Policy**”). This Policy has been established to clearly communicate Ero’s expectations to employees, officers, directors, and any third parties, such as contractors, consultants, suppliers, vendors, security providers or other business partners, representing or providing services for or on behalf of Ero or any of its subsidiaries.

This Policy supplements the requirements, guidelines and standards of conduct described in Ero’s other internal and external policies. This includes Ero’s *Code of Business Conduct and Ethics*, the *Anti Corruption Policy*, and site-specific orientation and induction requirements amongst others.

This Policy is intended as a component of the flexible governance framework within which the Board, assisted by its committees, directs the affairs of Ero. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of Ero’s constating documents, it is not intended to establish any legally binding obligations on Ero or limit or diminish any rights or remedies of Ero.

2. Human Rights Objectives

Ero is committed to fostering a positive human rights culture within our organization and striving to prevent or mitigate any adverse impact of our activities on our employees, communities and external stakeholders. Our commitment is reflected in our relationships with the communities where we operate and how we interact with all stakeholders.

3. Human Rights Commitments

Ero is committed to:

- adhere to all applicable human rights laws and regulations of the countries and regions where we conduct our business;
- provide a safe and healthy workplace that is free from violence, harassment, intimidation, and discrimination on the basis of race, colour, creed, age, gender (including gender identity and expression), language, national or social origin, family or marital status, sexual orientation, disability, religious, political or other opinion, union affiliation or other basis prohibited by law;
- respect workers’ rights, including freedom of peaceful assembly and association, and engagement in collective bargaining consistent with the relevant conventions on that subject;
- seek to avoid or minimize causing or contributing to adverse human rights impacts through our activities, to address such impacts if they occur, and to engage in processes to mitigate those impacts;
- maintain operational-level grievance mechanisms to report and address any actual or potential adverse impacts or risks on human rights;

- engage in meaningful dialogue, promote participation and foster inclusion with potentially affected groups and other stakeholders, including women, children and minority groups;
- obtain land access rights and conduct land acquisitions in an appropriate and timely manner to ensure that physical and economic displacement impacts on affected people, if any, are avoided or minimized where possible, and appropriately mitigated when they occur in a manner that fosters trust and mutual respect;
- act with transparency and avoid knowingly being complicit in activities that cause, or are likely to cause, adverse impacts or risks to human rights;
- not engage in the use of forced, compulsory or child labour; and
- respect and not interfere with anyone who acts to promote or protect human rights through peaceful and lawful means.

Ero is committed to regularly reviewing and assessing the effective implementation of and compliance with this Policy. Ero will ensure relevant corporate procedures, standards and guidance support the implementation of and are aligned with this Policy.