

# Environmental, Social and Governance (ESG) Policy



## OUR MISSION

The ESG Policy for Artemis Gold Inc. (the Company) was developed to support our Corporate Mission. Our Mission is to create and grow sustainable value by applying leading, technically excellent and differentiated approaches to managing mining assets and unlocking their unrealized potential, while being firmly committed to protecting the health, safety and wellbeing of our employees, the environment, and the communities in which we work.

## Policy Accountability

The Board of Directors is responsible for overseeing, monitoring and reviewing material business risks and considering such risks in the context of decision making

- A Health, Safety, Environment and Social Performance Board Committee (HSES Committee) has been created to specifically oversee work related to the ESG Policy and ensure the Company can achieve its ESG goals
- The ESG Policy is considered a living document. The HSES Committee, along with the Board, will review this policy annually and will make any changes required as the Company progresses with its business strategy and activities
- The HSES Committee will review and assess ESG performance to ensure the Policy's effectiveness, key risks and opportunities, and the Company's corresponding commitments

## SOCIAL PERFORMANCE

We are committed to building long-lasting, respectful and productive relationships with our First Nation partners and the communities in the Blackwater Mine region. We view these relationships as essential to manage our social risks and impacts as it relates to our Company objectives and activities, while maintaining confidence and trust. To achieve this, we will:

- Ensure engagement with First Nations, communities and people associated with our projects occurs in a culturally appropriate manner and is driven by early and meaningful consultation
- Actively communicate project related information with our First Nation partners and local communities in the area of our project through a range of mechanisms to ensure knowledge and awareness is achieved
- Implement a Community Liaison Committee (CLC) to provide a regularly scheduled engagement forum to discuss information relevant to the Blackwater Mine with our First Nation partners and associated local communities. The CLC will also provide a platform to ensure any concerns are well understood and documented, and to review mitigation measures associated with social and economic effects
  - Importantly the CLC will be the basis for bringing a multi-disciplined perspective together to maximize social benefits stemming from our project
- Ensure the Company resolves concerns, complaints, and incidents reported through the Community Feedback Mechanism (CFM), or otherwise, in a timely manner and in accordance with the CFM
  - The CFM is a formal process for receiving, evaluating, and addressing concerns, complaints and incidents for ultimate resolution

## OUR EMPLOYEES

We value our employees, and we take our responsibility to protect their rights seriously. We:

- Provide equal opportunities and recognize that valuing diversity and promoting a culture of inclusion are vital to the success of the Company
- Work hard to ensure we develop strong relationships with employees to facilitate employee commitment and retention, with a view towards managing the Company in an efficient and productive manner

- Ensure team members are treated with equality, fairness, and respect, all within safe, healthy and positive working environments
- Focus on creating employment opportunities and income streams for our workforce
- Prioritize hiring from local and Indigenous communities
- Ensure our approach to human resources aligns with the United Nations Guiding Principles on Business and Human Rights and requirements under Canadian law

## HEALTH AND SAFETY

The health, safety and well-being of our employees, contractors, suppliers, and communities is of the utmost importance. We are committed to providing a safe and healthy workplace. To achieve this, we will:

- Ensure our health and safety commitments and performance permeates throughout formal policies, procedures and protocols with the goal of achieving zero harm
- Ensure health and safety planning, management and processes are implemented to protect and promote the health, safety and well-being of our employees, contractors, suppliers, and communities
- Build a strong health and safety culture so that all team members prioritize health and safety as part of their everyday activities and behaviors



- Recognize that management of health and safety is an ongoing process requiring:
  - The identification of potential hazards
  - Implementing preventive and protective measures
  - Team member and community training
  - Excellent and meaningful documentation, data analysis, and reporting
  - The establishment of collaborative emergency preparedness and response planning, both at project sites and with local communities
- Recognize aspects of our business may directly, indirectly, or cumulatively impact the communities we are associated with (including vulnerable groups), and strive to minimize risks to community health, safety and security by implementing appropriate collaborative planning and mitigation measures

## INDIGENOUS PEOPLES AND OUR FIRST NATION PARTNERS

It is our policy to have agreements in place with the primary First Nations identified in the Community Effects Monitoring and Management Plan for Blackwater Mine.

We will:

- Build and maintain our relationships with our First Nation partners and Indigenous Peoples by listening, learning and responding in a culturally sensitive and appropriate manner to questions, concerns or ideas
- Continue to collaborate and work closely on joint initiatives, including, but not limited to permitting and regulatory issues and traditional values
- Protect and preserve cultural heritage and acknowledge the languages, cultures, identities, and spiritual beliefs of Indigenous Peoples are deeply connected to the lands, waters and natural resources
- Build partnerships to maximize the employment and procurement opportunities resulting in economic benefits that directly flow to our First Nation partners

- Invest in education and training initiatives to increase the number of Indigenous workers, contractors and suppliers, and establish a beneficial long-term impact beyond the Blackwater Project
- Resolve issues that may arise through established formal mechanisms with our First Nation partners and through our community feedback mechanism

## THE ENVIRONMENT

We are committed to avoiding and minimizing adverse impacts to the environment, either direct or indirect, as a result of the construction and operation of the Blackwater Mine. We aspire to be a leader in environmental stewardship. As such:

- Corporate and regional offices will consider their impact on the environment and will act in a responsible and sustainable manner
- The Blackwater Mine received an Environmental Assessment Certificate as approved by the Province of British Columbia and Canada. As part of this approval and other associated permits, we have committed to numerous environmental mitigations and requirements at the provincial and federal level
- We have implemented an Environmental Monitoring Committee (EMC) where members are drawn from the Company, government, and our First Nations partners. We meet regularly to discuss questions or concerns and will continue to do so as the project moves forward
- The mine has been designed to some of the highest environmental standards and in accordance with proven best industry practices. We are implementing industry leading practices to mitigate loss of biodiversity, including collaborative efforts with First Nations to mitigate effects to caribou, wetlands and fish
- We are building the Blackwater Mine with a vision to be one of the lowest carbon foot-print mines in the world, by:
  - Powering the mine site with BC Hydro's renewable hydroelectricity
  - Securing an option to place orders for zero-emissions haul trucks to be shipped as early as 2029 through Caterpillar
- We commit to plan, design, construct and operate the Blackwater tailings storage facility in conformance with Canadian and international standards