

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 developing and 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) was established in 2021 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 the Company's ESG performance and key risks and opportunities to ensure the Policy's effectiveness

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. We achieve this by:

- Ensuring engagement with First Nations, communities and people associated with our project occurs in a culturally appropriate manner and is driven by early and meaningful consultation
- Actively communicating 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
- Regularly holding Community Liaison Committee (CLC) meetings to ensure engagement from associated community members (including our First Nations partners), and facilitating the discussion of information relevant to the Blackwater Mine. The CLC also provides 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 brings a multi-disciplined perspective together to maximize social benefits stemming from our project
- Ensuring 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 both develop our employees and protect their rights seriously. We are committed to:

- Providing equal opportunities and recognize that valuing diversity and promoting a culture of inclusion are vital to the success of the Company
- Ensuring we develop strong relationships with employees to continuously develop their commitment to the Blackwater Mine and maintain high retention levels

- Ensuring team members are treated with equality, fairness, and respect, all within safe, healthy and positive working environments
- Focusing on creating employment opportunities and sustainable income for our workforce
- Prioritizing hiring from local and Indigenous communities
- Ensuring our approach to human resources is consistent 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:

- Ensure our health and safety commitments and performance permeates throughout the Company through the use of 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
- Have 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 objective to have agreements in place with the primary First Nations identified in the Community Effects Monitoring and Management Plan for Blackwater Mine.

We:

- Continue to 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
- 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 mechanisms
- Regular meetings at the highest levels of leadership of the Nations and the Company

THE ENVIRONMENT

We are committed to avoiding and minimizing adverse impacts to the environment, either directly or indirectly, as a result of the operation of the Blackwater Mine or any future expansions. 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
- Our Environmental Monitoring Committee (EMC), whose members are drawn from the Company, government, and our First Nations partners, meets regularly to discuss questions or concerns
- The Blackwater Mine has been designed to some of the highest environmental standards and in accordance with proven industry best 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
- The Blackwater Mine has been built with a vision to be one of the lowest carbon foot-print mines in the world, by:
 - Powering the mine site, plant and infrastructure with BC Hydro's renewable hydroelectricity
 - Pursuing new and innovative means of waste and ore haulage taking maximum advantage of our supply of renewable hydroelectricity
- We commit to plan, design, construct and operate the Blackwater Mine tailings storage facility in conformance with Canadian and international standards