

Sustainability Policy

This policy outlines Mines D'Or Orbec Inc.'s commitment to conduct exploration activities for the purpose of discovering and developing mineral deposits and for the potential eventual construction and/or operation of mines in a manner that supports a sustainable vision and promotes the core values of Mines D'Or Orbec Inc. of Respect, Safety, Teamwork, Transparency and Integrity. The company's sustainability commitments are summarized below.

Mines D'Or Orbec Inc. will:

- **Work to promote a respect for the environment so that it minimizes its footprint, ensuring the protection of the water, land and air in the communities and areas in which it operates.** Furthermore, the company recognizes its role in the transition to a low carbon economy and wherever possible prefers to source low carbon emitting energy and to operate energy efficient equipment.
- **Respect the culture, values and human rights of the local populations, including the rights of First Nations' peoples.** Likewise, the company recognizes the value of diversity and inclusion in the workplace creating a strong corporate culture with a breadth of talents.
- **Establish a culture where work is carried out in a safe and diligent manner to ensure that all employees, contractors and visitors to its operations go home safely every day.** As well, the company promotes the well-being of all and will not tolerate intimidation, abuse, or discrimination as outlined in the Code of Business Conduct and Ethics.
- **Develop open and transparent engagement procedures to engage with project-affected communities with respect to its operations.** In addition, the company encourages open dialogue with stakeholders and discussion of exploration activities' impact on both a local and global scale.
- **Ensure compliance with all applicable legal and regulatory requirements and evaluate its social and environmental performance on a periodic basis through reviews and audits to continuously improve its business practices.** Moreover, the company recognizes the exponential evolution of ESG (Environmental, Social and Governance) metrics and the importance of sustainability monitoring.

- **Publicly disclose and report on its performance using internationally recognized reporting standards.** Also, the company recognizes the various voluntary ESG reporting standards developing around the world and intends to apply such standards wherever possible.
- **Augment risk management efforts with regards to cybersecurity.** The company recognizes the great productivity gains which the cyber interconnectedness offers but equally is aware of the possible disruption which an undesirable cyber incident could cause.
- **Require all employees, contractors, business partners and suppliers to adhere to this Policy as a condition of working on our properties.** Additionally, the company believes in the importance of embracing sustainability within its corporate culture. Attention given to social and environmental issues based on a foundation of strong governance ensures the well-being of the company's financial, human and natural capital. The social license to explore and operate is essential in the minerals industry. Minimizing environmental disturbance and accommodating biodiversity through the application of best practices is a rudimentary condition.