



## **ENVIRONMENTAL, HEALTH, SAFETY AND SOCIAL RESPONSIBILITY POLICY**

West Vault Mining Inc.'s ("**West Vault**" or the "**Company**") *Environmental, Health, Safety, and Social Responsibility Policy* (the "**Policy**") has been established to clearly communicate West Vault's expectations for employees, directors, contractors and consultants working for, acting on behalf of, or providing services to, the Company.

This Policy applies to West Vault and its wholly-owned subsidiaries. All West Vault board members, officers, employees, contractors or any third-party conducting work or acting on West Vault's behalf shall behave in a manner that protects the natural environment, take all reasonable care for their own safety and health as well as the health and safety of their work colleagues and the public where it interacts with the Company's activities, respects local communities and stakeholders and avoids negative impacts in these areas. West Vault shall take appropriate measures to ensure that this Policy is complied with.

West Vault requires that, at the appropriate time, each of its wholly-owned subsidiaries that conduct mining operations shall establish procedures to ensure compliance with this Policy.

The Board of Directors of the Company (the "**Board**") shall be responsible for the oversight of management's implementation of the EHSSR Policy including:

- a. the risks, challenges, and opportunities to the Company's business associated with environmental, health, safety, and social responsibility matters;
- b. the Company's sustainability conduct, including environmental, health, safety and social policies and programs and overseeing performance in such areas;
- c. the Company's compliance and applicable legal and regulatory requirements associated with environmental, health, safety, and community conduct; and
- d. the Company's external reporting in relation to health, safety, environmental, and community conduct.

The policies outlined below supplement the requirements, guidelines, and standards of conduct described in West Vault's other internal and external policies. These include, but are not limited to, West Vault's *Code of Business Conduct and Ethics*, *Commitment to Anti-Bribery and Anti-Corruption Policy*, *Human Rights Policy*, and site-specific orientation and induction requirements. West Vault requires annual affirmation of the knowledge of and compliance with West Vault's policies. The policies shall be reviewed by the Board at least annually and updated as required.

This Policy is intended to be a component of the flexible governance framework within which the Company's Board of Directors, assisted by its committees, oversees management and the affairs of West Vault.

### **1. Health and Safety**

West Vault is committed to the safety, health, and welfare of our employees and contractors (collectively,

“team members”), the safety and well-being of the communities in which we work and the public where they intersect with the Company’s activities. All team members must take accountability for their personal safety and the safety of others working around them. West Vault is committed to a culture of zero harm.

**To achieve our health and safety objectives, West Vault shall:**

- Provide team members with the necessary training, guidance, direction and knowledge to safely perform their tasks, and maintain records of such training.
- When appropriate, institute, document, and maintain a health and safety management system, applying proven management practices, to prevent personal harm, mitigate impacts, and foster a culture of proactive safety management and open communication.
- Empower team members, through regular engagement, to promote behavioral safety as a core organizational value and to restate that their skills and competence are essential for their safety and the safety of others.
- When appropriate, verify that each site has an emergency response procedure in place.
- Provide access to first aid facilities and services at site when activities at site warrant, and obligate team members to use personal protective equipment when required.
- When appropriate, support and encourage the efforts of team members to gain the knowledge and skills to continuously promote a safe and healthy life beyond the workplace.
- When appropriate, identify risks and hazards, and eliminate, isolate or mitigate the risks and hazards that could result in health risks, injury to team members, or harm to the environment and local communities.
- When appropriate, seek improvements in policies and procedures to further lower risk and eliminate hazards through team member communication and feedback, motivation, reward and recognition, health and safety system reviews, and through incorporating new technology, techniques, and processes.
- When appropriate, maintain and test emergency response plans to minimize the impacts of unforeseen events.

***The safety, health, and well-being of our workers, contractors, service providers and the general public where they intersect with the Company’s activities are West Vault’s greatest responsibility.***

**2. Social License and Sustainable Development**

West Vault is focused on building trust and making a positive difference in the communities in which we live and work.

**West Vault is committed to:**

- Identifying and engaging our communities of interest in timely, inclusive, ethical, transparent, and culturally respectful dialogue prior to undertaking significant activities throughout the life of a project.
- Monitoring and being responsive to community concerns and grievances as part of our overall community engagement process.
- Monitoring, continuously improving, and reporting on the performance and effectiveness of our activities related to corporate social responsibility.

- Implementing meaningful and effective strategies for community engagement.
- Facilitating opportunities for community or individual growth.
- Promoting a safe environment for local communities.
- Respecting the social, economic and cultural rights of local people.
- Assisting local and regional development in areas where we are the operator of our projects through training and employment.

***West Vault shall strive to improve the actions and conduct of every West Vault employee and contractor to maintain and enhance our social license.***

### **3. Environment**

West Vault is committed to environmental stewardship. West Vault's directors, officers and employees care about protecting the environment for future generations while providing for safe, responsible, and profitable projects by developing natural resources for the benefit of its employees, shareholders, communities and other stakeholders.

**To achieve our environmental objective, West Vault shall:**

- Fully comply with all applicable environmental laws, regulations and other environmental obligations.
- Protect the environment by applying proven management practices to prevent pollution and mitigate impacts.
- Communicate its commitment to excellence in environmental performance to its subsidiaries, employees, contractors, other agents, and the communities in which it operates.
- Comply with the requirements of our permits and all laws and regulations regarding emissions.
- Allocate the necessary resources to meet its reclamation and environmental obligations.
- Seek opportunities to improve its environmental performance through adherence to these principles.
- When appropriate, report progress to its employees, shareholders, and the communities in which the Company operates on a timely basis.
- Communicate openly and transparently with internal and external interested parties to develop a mutual understanding of environmental issues, needs and expectations.

***West Vault is committed to excellence in environmental performance to maintain and enhance our license to operate.***

### **4. Compliance**

For employees, non-compliance with this policy may be grounds for disciplinary action up to and including termination of employment. For consultants and contractors, non-compliance may be grounds for contract termination. For directors, non-compliance may be grounds for case-specific disciplinary action.

*Last Revised and Approved on June 20, 2024.*



**Environmental, Health, Safety and Social Responsibility Policy**

**Acknowledgement**

I, (insert name) \_\_\_\_\_ hereby acknowledge, having reviewed the aforementioned policy, that I understand its provisions and shall respect and comply with the Environmental, Health, Safety and Social Responsibility Policy and its intent at all times.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date