

## **HUMAN RIGHTS POLICY**

West Vault Mining Inc. (“**West Vault**” or the “**Company**”) is committed to promoting a culture of respect for human rights and inclusion and the Company’s Board has established this *Human Rights Policy* (the “**Policy**”). We shall safeguard the promotion of human rights in the workplace and integrate human rights into our due diligence and risk assessment processes, and other policies and procedures. We shall assess all human rights issues, determine their severity, and act upon our findings as needed to align with this Policy.

The Board of Directors (the “**Board**”) of the Company is responsible for the oversight of this Policy including, when appropriate:

- a. Reviewing the effectiveness of, and compliance with, this Policy on a regular basis.
- b. Monitoring the Company’s performance, challenges, and commitments in the prevention or mitigation of any human rights issues.
- c. Reviewing the proposed public disclosure of any Company human rights matters.

### **To achieve our human rights commitments, West Vault shall:**

- Respect the rights and dignity of our employees, directors, consultants, contractors, partners and community members affected by our business.
- Create a safe, inclusive, and diverse workplace where decisions are non-discriminatory towards race, color, religion, nationality, gender, gender identity, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability, or other basis prohibited by law.
- Respect workers’ rights, including freedom of peaceful assembly and association, and engagement in collective bargaining.
- Take actions to raise employee awareness of human rights issues and provide regular training on this Policy.
- When appropriate, engage in constructive dialogue and partnerships with stakeholders to better understand how our activities affect their human rights.
- When appropriate, establish operations-level grievance and dispute resolution mechanisms for human rights issues.
- Maintain a ‘zero tolerance’ approach to the use of forced, compulsory, or child labour.

**Regularly seek to improve this Policy and our procedures to further embed respect for human rights into the Company’s culture, operations, and workforce.**

### **Compliance**

This Policy applies to West Vault and its wholly-owned subsidiaries. West Vault requires that each of its wholly owned subsidiaries that conduct mining operations shall, at the appropriate time, establish procedures to ensure compliance with this Policy. All West Vault directors, officers, employees, representatives, contractors, or any third-party conducting work or acting on West Vault’s behalf shall behave in a manner that respects human rights and avoids infringing upon them. West Vault shall take appropriate measures

to ensure that this Policy is respected.

**West Vault shall clearly communicate the expectation that all employees, directors, representatives, consultants and contractors shall comply with this Policy.**

For Company employees, non-compliance with this Policy may be grounds for disciplinary action up to and including termination of employment. For directors, non-compliance may be grounds for case-specific disciplinary action, which may include immediate discharge or removal, where applicable. For consultants and contractors, non-compliance may be grounds for contract termination.

*Last Revised and Approved June 20, 2024.*



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**Acknowledgement**

I, (insert name) \_\_\_\_\_ hereby acknowledge, having reviewed West Vault Mining Inc.'s Human Rights Policy, that I understand its provisions and shall respect and comply with the Policy and its intent.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date