

## Human Rights Policy

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**Purpose:** Galore Creek Mining Corporation (“GCMC”) recognizes that the nature of mine development and mining activities creates a potential risk to human rights. GCMC respects and supports the human rights of our people, including employees, contractors, and communities. Our approach to human rights is guided by the Universal Declaration of Human Rights, the United Nations Guiding Principles (UNGP) on Business and Human Rights, UNGP Reporting Framework, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We are committed to identifying risks and working to avoid adverse human rights impacts of our activities by undertaking stand-alone human rights studies when necessary and integrating human rights into Project assessments. We work to optimize benefits and reduce negative impacts of our activities.

**Right to a Livelihood:** Supporting the communities that we live and work in is a core value at GCMC. We strive to understand and collaborate with communities to mitigate potential impacts to livelihoods and ensure that local communities and individuals benefit from the Project.

**Right to Health:** Safety is our first priority for our people, including employees, contractors, and communities. GCMC is proud of our deeply engrained safety culture in which safety is the foundation for everything we do. We work toward biodiversity goals and objectives in collaboration with Indigenous Peoples and communities because we recognize the health of the environment, is integral to human health.

**Right to Enjoy Just and Favourable Conditions of Work:** GCMC firmly believes in conducting business in an honest and ethical manner. We strive not to infringe on the human rights of our people, including employees, contractors, and communities, or others who are affected by our activities.

GCMC works to support a multicultural and inclusive work environment that improves our lives and creates a strong foundation for our workplace culture. We are committed to providing a workplace free of discrimination where all employees feel safe, valued and can fulfill their potential based on merit and ability.

**Right to Take Part in Cultural Life:** We recognize and respect Indigenous Peoples’ distinct and protected right to land and water, consistent with the UN Declaration on the Rights of Indigenous Peoples. We recognize that self-determination is a part of cultural life, and work to practice meaningful dialogue to achieve and maintain free, prior and informed consent related to Project development. We are committed to collaborating with Indigenous Peoples to understand values and priorities to support and incorporate Indigenous knowledge into decision-making and design.

**Right to Clean Water:** GCMC recognizes that access to water is a human right, and that water is an essential component of economic and social development. We work to be a leader in water stewardship and incorporate responsible water management into Project development by practicing collaborative water management practices that focus on sustaining and restoring water resources.

**Right to be Heard:** GCMC will ensure engagement with those most vulnerable and impacted by Project activities. Where communities encounter challenges in being heard, we work to engage and identify specific measures to avoid, prevent or mitigate impacts on people in those communities.

In addition to ensuring the public has numerous methods to contact us, GCMC has an easily accessible Feedback and Grievance Mechanism that ensures grievances are treated in confidence and in a responsible manner including identification, contact, assessment, reporting, and resolution of an identified grievance.



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