

SOCIAL POLICY

At Calibre Mining we are committed to progressing and integrating robust sustainability practices at the center of our way of doing business and our long-term success.

Calibre is committed to maintaining a high standard of social performance in all phases of the mine life cycle including exploration, design, construction, operation and closure. We acknowledge that we have an obligation to support and help advance socio-economic development in the regions and communities where we operate.

To meet our social objectives, Calibre will:

- Operate in a manner which supports and respects human rights consistent with the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.
- Commit to high-quality governance, transparency and ethical business practices.
- Identify, respect and respond to the collective and customary rights, connection to the land, cultural values, traditions and beliefs of Indigenous Peoples and the local communities where we operate.
- Assess the actual and potential social, cultural and economic impacts on our local communities and develop plans to minimize, mitigate, or remedy these impacts where needed.
- Maintain a regular, open, inclusive and constructive approach to community engagement to understand their perspectives and concerns and integrate this knowledge into our decision-making.
- Where the resettlement of local communities is unavoidable, mitigate adverse resettlement impacts on the basis of meaningful consultation and fair and timely compensation.
- Offer meaningful opportunities for access to jobs, capacity building, and procurement to communities associated with our operations.
- Collaborate with the communities where we operate to identify their social and economic priorities and support development programs that address these priorities.

All Calibre employees and contractors have a shared and personal responsibility to ensure our business activities are managed in accordance with this Social Policy.



Darren Hall
President & Chief Financial Officer
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