



TSX: CXB  
OTCQX: CXBMF

Calibre Mining Corp.

# **SUSTAINABILITY (ESG) OVERVIEW**

November 1, 2023





# **SUSTAINABILITY GOVERNANCE FRAMEWORK**

# Corporate Policies & Management Systems



**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.

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.
- 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.
- 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.

MORE INFORMATION AT [www.calibremining.com](http://www.calibremining.com)




**ENVIRONMENTAL POLICY**

At Calibre Mining we recognize that sound environmental management is essential to preserve the well-being of our operations and the neighboring local communities.

To meet our environmental objectives, Calibre will:

- Conform with Calibre's Environmental Management System Standards and Environmental Performance Standards in line with ISO14001:2015 that include, but are not limited to, responsible management of tailings, hazardous materials and waste, land use, mine rehabilitation and closure, water resources and biodiversity preservation.
- Contribute to environmental initiatives and improvements that benefit the local communities in the areas where we operate.

MORE INFORMATION AT [www.calibremining.com](http://www.calibremining.com)




**OCCUPATIONAL HEALTH AND SAFETY POLICY**

Calibre is committed to maintaining a high standard of occupational health and safety (OHS) in all phases of the mine life cycle including exploration, design, construction, operation and closure.

To meet our OHS objectives, Calibre will:

- Through proactive leadership and employee commitment, attempt to achieve an incident and injury-free workplace.
- Conform with Calibre's OHS Management System Standards and OHS Performance Standards in line with ISO45001:2018, that include, but are not limited to, responsible management of ground control, high-risk work, electrical safety, fire prevention and road transport.
- Promote continual improvement by periodically evaluating and auditing the effectiveness of our OHS Management System and operational processes.

MORE INFORMATION AT [www.calibremining.com](http://www.calibremining.com)




**PEOPLE POLICY**

At Calibre Mining we recognize that the success of our business is explicitly linked to the accomplishments and well-being of our employees.

To meet our People objectives, Calibre will:

- Promote equality, fairness, and inclusion in all employment decisions.
- Promote our culture of well-being and a healthy and safe workplace for all employees.
- Offer dignified work, with respect for human rights and in accordance with the law and our corporate governance policies.
- Comply with all applicable labour laws and regulations in the countries where we operate, respecting freedom of association and the fundamental principles and rights of workers as outlined in the International Labor Organization Declaration.

MORE INFORMATION AT [www.calibremining.com](http://www.calibremining.com)




# ESG Governance Structure

## BOARD OF DIRECTORS

Audit Committee

Corporate Governance and Nominating Committee

Compensation Committee

**Safety, Health, Environment, Sustainability & Technical (SHEST) Committee**

The Board and its committees oversee the sustainability strategy. The SHEST Committee provides advice, counsel and recommendation on key ESG matters while other Board Committees have oversight of other sustainability matters such as anti-corruption (Audit Committee) and inclusion and diversity (Compensation Committee).



## EXECUTIVE LEADERSHIP TEAM (ELT)

President and Chief Executive Officer

SR VP & CFO

SR VP Corp. Dev.

SR VP Growth

**VP Sustainability**

VP Human Capital

VP Operations

The Leadership Team has the primary responsibility for managing sustainability matters, with the Vice-President Sustainability responsible for strategic decision-making and executing the sustainability strategy.



## MANAGERS / TECHNICAL EXPERTS

External Affairs

Environment

Community Relations

Social Compliance

ASM

Health & Safety

Human Resources

Legal

Subject matter experts responsible for establishing sustainability standard and guidelines, providing assistance and monitoring site performance and progress in achieving strategy, targets and goals.



## SITE TEAMS

General Managers

Community Relations Teams

Environment Teams

Health & Safety Teams

Human Resources Teams

Site teams are accountable for the integration of and compliance with ESG standards and leading local sustainability initiatives.

# Sustainability Strategy

**Corporate Vision** By thinking and acting like owners, we will deliver value responsibly for all stakeholders

**Sustainability Purpose** Integrating robust sustainability performance as Calibre’s business edge

**Strategic Pillars**

**Responsible Practices**

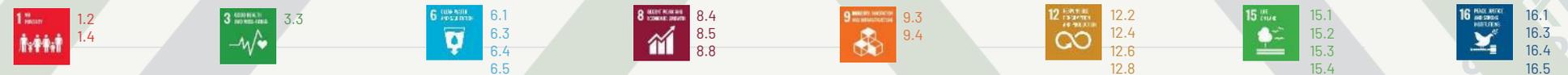
**Contributions to Sustainability**

**Global Challenges**

**Strategic Objectives**

**Topics**

		Generate positive impacts beyond mining	Ensure a culture of international best practices internally and with partners	Connect with efforts to safeguard the future
<b>E</b>		Water & Forest Stewardship	Environmental Management & Compliance Mine Closure & Land-use Planning Tailings	Climate Change & Biodiversity
<b>S</b>		Community Development Local Content Resettlement Artisanal & Small-scale Mining	Community Engagement External Affairs Land Acquisition Health & Safety Labor Rights	Human Rights Diversity & Inclusion Indigenous Peoples
<b>G</b>		Institutional Strengthening	Ethics & Compliance Responsible Procurement	Anti-Corruption Tax Transparency
<b>+</b>	<b>ONE CALIBRE CULTURE</b>			





# ENVIRONMENTAL PERMITS

# Legal Framework

**01** MINING CONCESSION  
12-24 MONTHS



**02** ENVIRONMENTAL PERMIT  
12-18 MONTHS



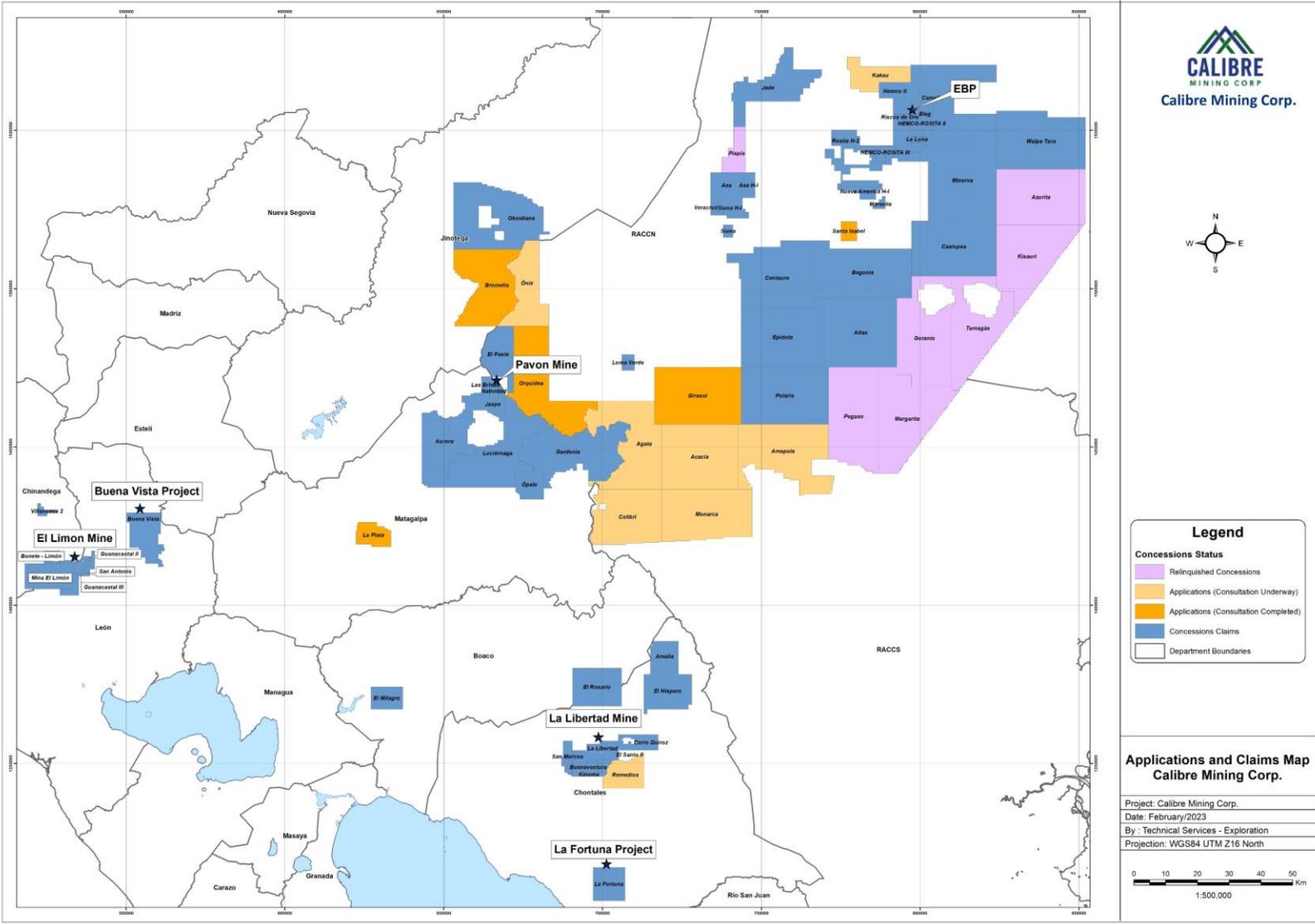
**03** TREE CLEARING PERMIT  
2-3 MONTHS



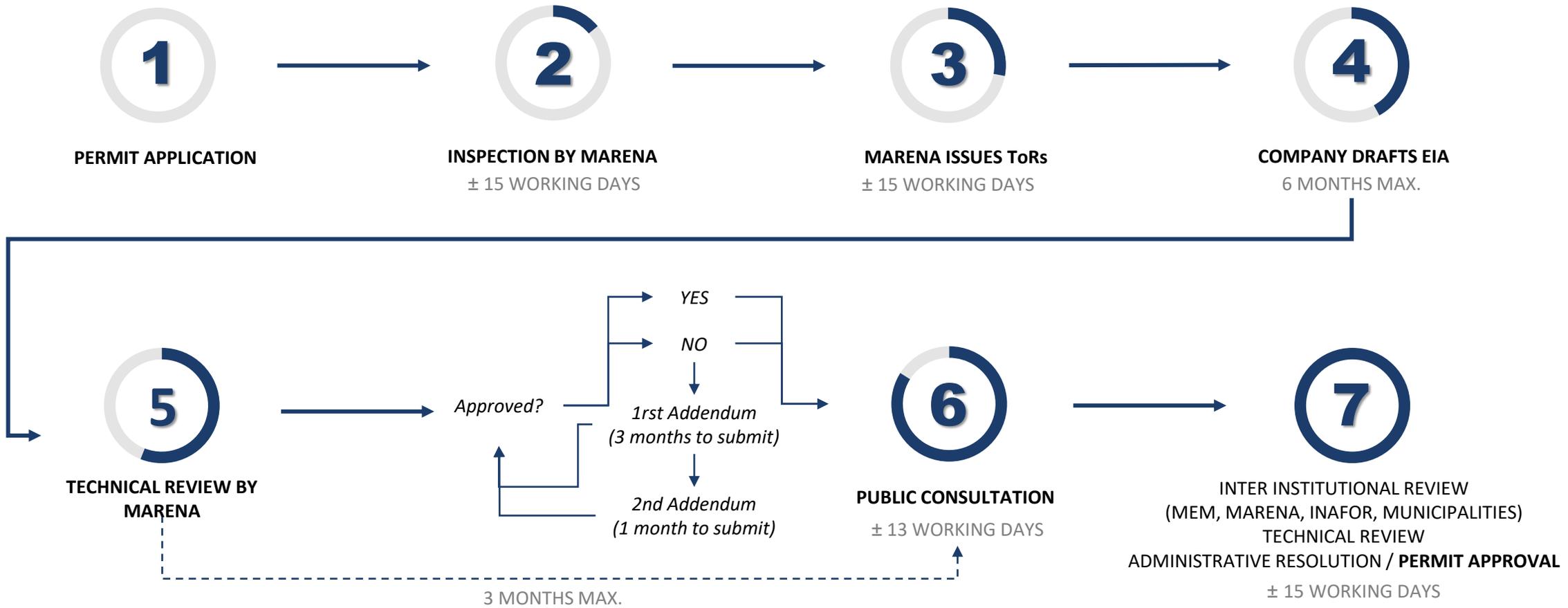
**04** WATER USE & DISCHARGE PERMIT  
3-6 MONTHS



# Concessions & Applications



# Environmental Permitting Process





# SUSTAINABILITY INTEGRATION INTO BUSINESS PRACTICES

ESG Results FY2020-2022

# Environmental Performance FY2020-2022



**Zero**  
high-risk reportable environmental incidents



**~94%**  
recycling and safe reuse of water in processing plants



**+ 1 million**  
trees produced since 2010



**Zero**  
market-based Scope 2 emissions in 2022



**1km<sup>2</sup>**  
of protected Wildlife Refuges created and maintained



**6.35 tons**  
of mercury use for artisanal milling avoided through ASM ore purchase program



# Social Performance FY2020-2022



**Zero**

Significant fines or incidents related to employment practices, H&S, workplace disruptions or Indigenous Peoples' rights



**100%**

of sites implement grievance mechanisms



**100%**

of sites have municipal multi-stakeholder commissions in place for ASM issues management



**2,691/2,701 (99%)**

permissions obtained from property owners to conduct exploration activities on their land



**+280**

presentations conducted with Indigenous Peoples' representatives to ensure FPIC principle on Calibre's concession requests



# Social Performance – The Cebadilla Resettlement



Agreements reached



Families resettled



Individuals benefitted



Children included

## CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



Proportion of population living in households with access to **basic services**

BASELINE: **0%**  
CURRENT SITUATION: **100%**



Proportion of population using safely managed drinking **water services**

BASELINE: **0%**  
CURRENT SITUATION: **100%**

Proportion of total adult [women] population with **secure tenure rights** to land

BASELINE: **0%**  
CURRENT SITUATION: **80%**

Proportion of population using safely managed **sanitation services**

BASELINE: **54%**  
CURRENT SITUATION: **100%**



Proportion of urban population living in slums, informal settlements or **inadequate housing**

BASELINE: **100%**  
CURRENT SITUATION: **0%**



Proportion of population who believe **decision-making** is **inclusive** and responsive

BASELINE: **0%**  
CURRENT SITUATION: **100%**



# Social Performance: Resettlement Projects

Consultation process



Doña Juana Ramirez, Cebadilla's oldest resettlement beneficiary



Dania Cruz, Jabali, Santo Domingo



Maria Pereira, Cebadilla



San Gil Urbanization

# Governance Performance FY2020-2022

## BUSINESS ETHICS

**Zero**  
significant instances of non-compliance with regulations or substantiated cases of human rights violations

**99%**  
of employees received training on our Code of Conduct

**Human Rights Impact Assessment**  
conducted for all operations in 2022 with no significant findings

## RESPONSIBLE PROCUREMENT

**100%**  
actual and potential suppliers screened using environmental, social, and governance criteria

**100%**  
contracts signed included precautionary clauses on human rights, anti-corruption, terrorism and money-laundering, H&S, and environmental standards

## SECURITY PRACTICES

**Zero**  
incidents related to violence or use of force by security personnel

**100%**  
Contracts with private security providers include obligatory clauses with to comply with the VPSHR provisions

**88%**  
of private security personnel received formal training in VPSHRs





# **SUSTAINABILITY IMPACT ON BUSINESS CONTINUITY**

# Social License Guaranteed



**21**  
public consultations conducted since October 2019



**~200**  
Average local participants per public audience



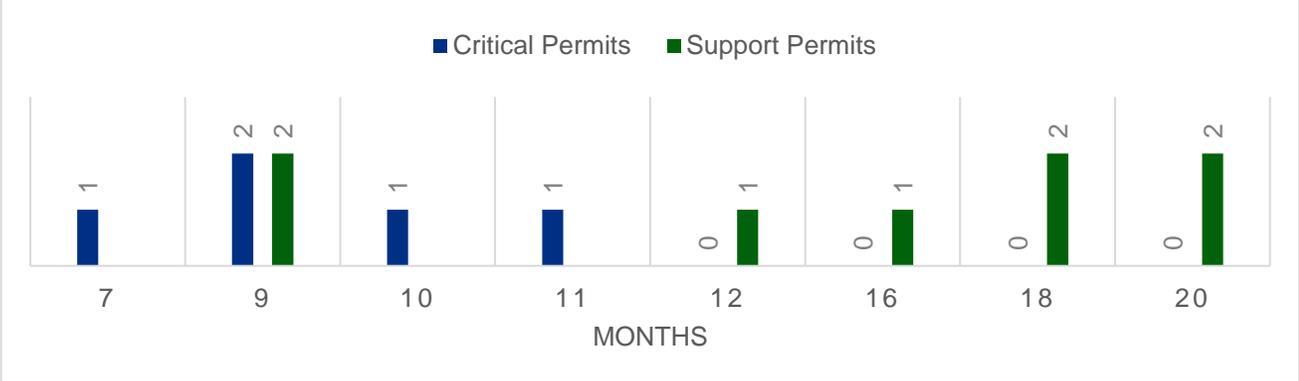
**100%**  
resulted in favorable opinion and permit approval



**Zero**  
Nontechnical delays experienced to date



HISTORICAL PERMITS APPROVAL TIME



# 2022 MSCI ESG Ratings

MSCI  
ESG RATINGS

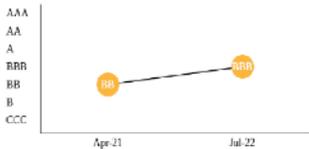
BBB

CCC B BB BBB A AA AAA

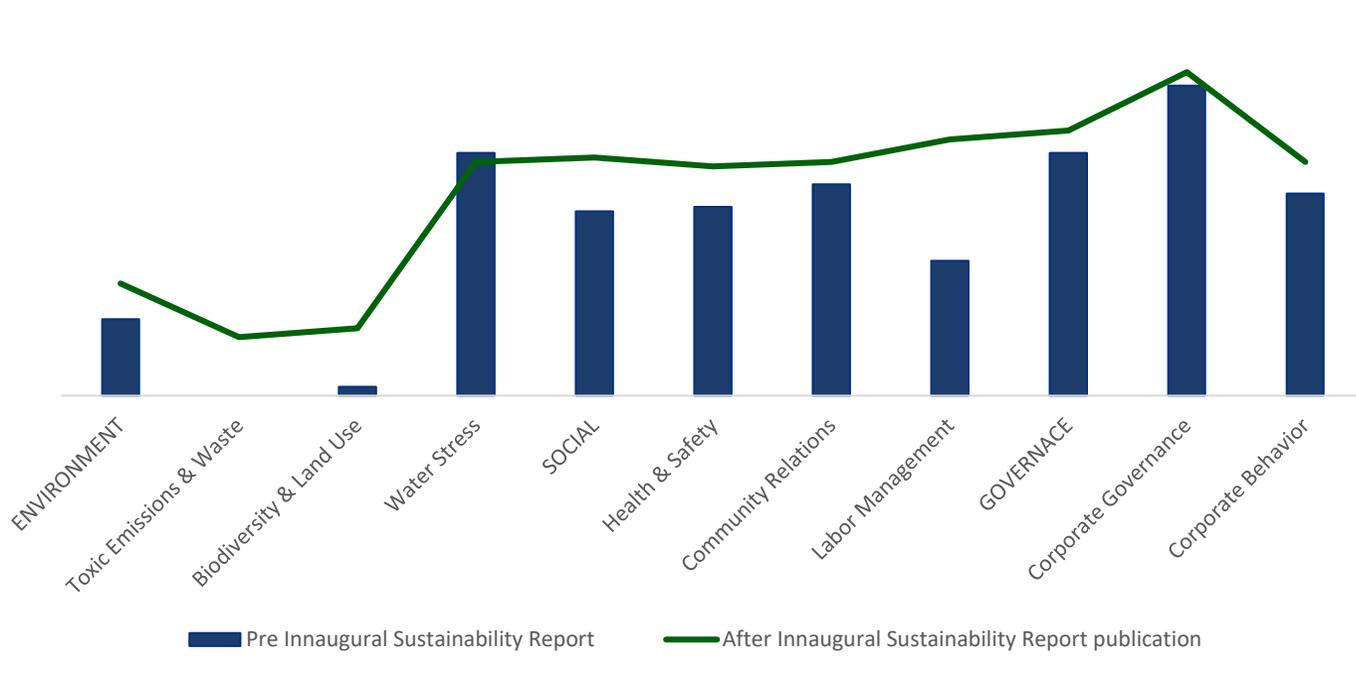
RATING ACTION DATE: July 08, 2022

LAST REPORT UPDATE: July 22, 2022

## ESG Rating history



## INTERANNUAL PROGRESS IN MSCI ESG RATINGS PERFORMANCE



- ▲ 91% of scores improved in one year
- ▲ Key issue not improved (e.g., water stress) remains rated **above** industry average



- ✓ Annual Sustainability Reports published in accordance with the GRI Standards
- ✓ RGMPs Year-Two Implementation Progress Report published and externally assured
- ✓ 5-year Sustainability Strategy designed and action plan under implementation



# Integrating Robust Sustainability Performance as Calibre's Business Edge

November 2023

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