



---

## HEALTH, SAFETY, ENVIRONMENT & COMMUNITY POLICY

---

Ensign Minerals Inc. (the “**Corporation**”) is committed to the health, safety and well-being of our team, the environment, and the communities in which we live and work (collectively, “**HSEC**”). The Corporation is also committed to fostering a healthy working environment for all employees and consultants and to ensuring that our business partners operating at our work sites also provide their employees and contractors with a safe and healthy working environment. This HSEC policy (the “**Policy**”) applies to the Corporation and our subsidiaries, and the term “Management” means the senior executive officers of the Corporation.

The Corporation’s HSEC objectives are as follows:

- Implement measures and work procedures that put the health and safety of employees, contractors, environment and community first;
- Comply with and, where possible, exceed the requirements or any applicable treaties, regulations and governmental policies and benchmarks;
- Formally set and track objectives across the Corporation to achieve higher safety and environmental performance;
- Play a leading role in promoting industry best practices;
- Step up, maintain and update risk management systems for early identification and prompt handling of all HSEC hazards;
- Not begin work where it is believed that additional controls are needed to bring HSEC risks to acceptable levels;
- Train employees, directors, and contractors to understand HSEC responsibilities in line with duties;
- Encourage conservation of resources and management of hazardous and waste materials to minimize the impact of operations on the environment;
- Instill and promote respect for and uphold fundamental human rights across all activities;
- Provide a workplace for employees, directors, and contractors that values and promotes productivity, diversity, meritocracy and fairness;
- Engage with and support local communities within the areas of operations and activities in a culturally sensitive manner;
- Strive to contribute to a healthier, safer and more economically robust community in the areas where the Corporation has projects/operations.
- Review and improve our progress against our own HSEC standards; and

- Communicate our HSEC outreach performances to our board of directors, shareholders, employees, and other interested stakeholders, as appropriate. The Corporation endeavors for our business operations to create value for all stakeholders. By understanding and managing our HSEC risks to reasonable levels, we aim to instill confidence and pride in our shareholders, employees, contractors, customers, suppliers, business partners and local communities in the way we do business.

### **Health & Safety Policy**

Occupational health and safety at the Corporation is a shared responsibility between employees and Management and between the Corporation and our business partners that operate at our worksites.

Management and supervisors of our business partners will:

- Develop and maintain a comprehensive occupational health and safety program that is consistent with best practices, to the extent appropriate given the nature and size of operations at each site;
- Conduct regular health and safety audits and implement appropriate action steps, to the extent appropriate given the nature and size of operations at each site;
- Facilitate active employee participation in health and safety initiatives and programs;
- Regularly provide the necessary education and training in safe work practices and procedures for supervisors and all employees;
- Communicate known or reasonably foreseeable health or safety hazards to which employees are likely to be exposed by their work;
- Ensure there are emergency response plans in place that detail timely and appropriate actions to be taken in response to emergency situations, and conduct an annual review of all emergency response events;
- Develop and maintain effective disability management programs that provide all employees affected by disabling occupational or non-occupational injuries or illnesses with an early return-to work evaluation process;
- Ensure that all employees under their direction receive proper training and instruction and that all work is performed safely;
- Ensure that employees are made aware of all known or reasonably foreseeable health or safety hazards in the areas where they work;
- Initiate actions and follow-up in order to maintain a healthy and safe working environment within their areas of responsibility.

Employees and contractors of the Corporation and our business partners will:

- Take responsibility for avoiding risk to themselves and others and following all known safe work rules, procedures and instructions;
- Endeavor to eliminate all accidents by working together to identify any potential hazards in the workplace and to take the appropriate corrective actions;
- Notify a Management representative of any potential health and safety concerns or near misses.

### **Environment Policy**

The Corporation acknowledges that long term sustainability of our activity depends on good management in terms of environmental protection and believes in following best practices for responsible exploration in order to:

- Assess and reduce environmental risks;
- Minimize negative impacts (social and environmental), and
- Optimize the benefits to all stakeholders, including local communities, the host country, investors and the Corporation.

The exploration process involves activities that can have some effect on local environments. Though many activities (such as geophysical surveys, sampling, drilling) are generally of only low impact potential, the Corporation and our consultants and business partners take very seriously their responsibilities to eliminate or minimize the impact of such activity.

The Corporation's policy is to deal proactively with environmental issues, and to ensure that our' business partners do the same. This includes ensuring that the Corporation and our business partners:

- Communicate environmental compliance requirements to employees and contractors;
- Provide appropriate training, and conduct internal assessment and periodic review of procedures;
- Develop appropriate objectives and targets against which performance is regularly measured;
- Deal proactively with environmental issues by identifying potential impacts and implementing pollution preventive actions and developing effective contingency plans;
- Demonstrate continual improvement in environmental performance, be cognizant of advances in exploration technologies and the pertinent experiences of others.

Through application of best management practices, the Corporation has a philosophy of prevention to minimize the need for remediation. All work is carried out in accordance with best practices as well as the respective federal, provincial, and state requirements. In addition, local policies are considered and parties with local interests are consulted to ensure that all concerns are properly addressed.

### **Community Policy**

The Corporation is committed to responsible mining and responsible development in the communities in which it operates. The Corporation is focused on building trust and making a positive difference in the communities in which our employees live and work. The Corporation also acknowledges our responsibility to respect human rights at every level of our operations.

Every effort will be made to make this Policy a reality, embraced by each employee and every contractor working with the Corporation. To achieve this, the Corporation commits to:

- respect for the human rights, culture, customs and values of the host communities and local Indigenous communities in the vicinity of the Corporation's projects;
- identify, assess, manage and mitigate risks to the Corporation's host communities;
- emphasize employment opportunities for the local workforce by the provision of education and training consistent with the needs of the Corporation;
- integrate human rights considerations into all aspects of the Corporation's activities;

- seek to use the best available human rights practices in all the Corporation's activities and operating jurisdictions.

**The Corporation is committed to proactive and sustainable health, safety, environmental and community best practice policies.**

Approved by the Board on October 14, 2021