



GOLDEN SHIELD  
RESOURCES

---

**ENVIRONMENTAL,  
HEALTH AND SAFETY &  
HUMAN RIGHTS  
POLICY**

---

---

December 1, 2022

---

## **ARTICLE 1 INTRODUCTION**

1.1 Golden Shield Resources Inc. and its Subsidiaries (collectively the “**Company**”) is committed to a transparent approach to responsible mineral exploration while creating a safe work environment for everyone.

1.2 The Company is committed to the protection of health and the environment and will strive to be a leader in environmental management.

1.3 The Company supports human rights and is committed to ensuring that it promotes a culture of respect for human rights and inclusion that aligns with all internationally recognized human rights referred to in the International Bill of Human Rights and the International Labour Organization (“ILO”) Declaration on Fundamental Principles and Rights at Work.

## **ARTICLE 2 GUIDING PRINCIPLES**

2.1 The Company is guided by certain principles, and they include but are not limited to, the following:

- (a) Strive to minimize the environmental impact of our operations.
- (b) Foster a positive work environment based on respect for human rights and having zero tolerance for workplace discrimination, violence or harassment.
- (c) Operate to the highest ethical standards by conducting business activities in accordance with our Code of Business Conduct and Ethics.
- (d) Develop respectful relationships with communities surrounding its operations.
- (e) Maintain strong shareholder relationships through transparency and active engagement.
- (f) Ensure the interests, safety and well-being of the communities in which we operate are integrated into our business decisions.
- (g) Maintain a safe work environment for all employees.

---

**ARTICLE 3**  
**APPLICATION OF THE POLICY**

3.1 This Policy applies to all employees, officers, directors, independent contractors, consultants, and all subsidiaries, affiliates, associated companies and branches (collectively, **related entities**), regardless of the geographic location of the persons, entities or operations.

**ARTICLE 4**  
**RESPONSIBILITIES**

4.1 Environmental

- (a) Provide a workplace where open communication between our employees and management on environmental practices is encouraged.
- (b) Mitigate, minimize and eliminate, if possible, any potential impact that the Company's activities may have on the environment.
- (c) Work cooperatively with government agencies, local communities, suppliers and contractors to ensure the safe handling, use and disposal of all materials and products.
- (d) Understand the communities within the area of operations concerns so that the Company can minimize any negative impacts.
- (e) Consider environmental factors when purchasing equipment and materials.

4.2 Health and Safety

- (a) Provide a workplace where open communication between our employees and management on health and safety is encouraged.
- (b) Establish clearly defined safety and occupational health programs as well as emergency response programs.
- (c) Measuring safety and health performance and making improvements as warranted.
- (d) Operating in accordance with recognized industry standards, while complying with local and international applicable regulations and laws.
- (e) Investigate all accidents and incidents and implement further measures to ensure the risk of them reoccurring is minimized.
- (f) Provide training to employees to carry out their jobs safely and efficiently.

---

#### 4.3 Human Rights

- (a) Provide a workplace where open communication between our employees and management on human rights is encouraged.
- (b) Seek to gain and maintain support for the Company's presence by considering and responding to stakeholder perspectives when carrying out activities that will affect them.
- (c) Work to obtain the consent of affected Indigenous Peoples through good faith consultation.
- (d) Respect the rights and dignity of all of our Employees affected by our business.
- (e) Committed to respecting human rights across all of the Company locations, and complying with all applicable human rights, related laws and regulations.
- (f) Maintain a zero-tolerance approach to the use of forced, compulsory or child labour.
- (g) Support the rights and respect the traditions and heritage of Indigenous people.
- (h) Ongoing engagement with the communities and stakeholders that are affected by our operations in order to maintain meaningful relationships based on transparency, trust and mutual respect.

#### **ARTICLE 5 EFFECTIVE DATE**

- 5.1 This Policy was implemented by the Board on December 1, 2022.

---

The undersigned agrees and acknowledges that as part of his or her contract with the Company that he or she will abide by the conditions of the Environmental, Health and Safety & Human Rights Policy. The undersigned hereto agrees that a facsimile, scanned or copy of the signature shall be as effective as if originals.

\_\_\_\_\_  
Full Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date