



Environmental Protection, Social Considerations and Good Governance Policy

Approved by the board on
March 1, 2021

Summary

Outback Goldfields Corp. (“Outback” or the “Company”) will incorporate the principles of environmental protection, social considerations and good governance (**ESG**) into all its actions. The intent of this policy is to set out our guiding principles in a coherent, systematic manner to inform stakeholders and interested parties as to those principles.



GUIDING PRINCIPLES

We are guided by certain principles as they relate to responsible mineral development. These principles include, but are not limited to, the following:

- Outback's purpose is to leave the Company's properties better than we found them and to leave a lasting legacy of economic benefits to the surrounding communities.
- Our employees are driven to achieve these goals by their own ideals and values, and they would not be working with Outback if that was not the case.
- Outback recognizes that responsible corporate behaviour with respect to environmental, social and governance factors can generally have a positive influence on long-term financial performance.
- Disclosure is the key that allows stakeholders and other interested parties to better understand, evaluate and assess potential risk and return, including the potential impact of ESG factors on Outback's performance.
- Outback's investment analysis should incorporate ESG factors to the extent that they affect risk and return.
- Outback acknowledges that the division of authority and responsibilities among the three parties that are core to corporate governance – shareholders, directors and managers.
- Employees, contractors, suppliers, federal, state and local governments and the community at large have a vested interest in positive corporate conduct and long-term business performance.

CORE VALUES

In order to live up to these principles, Outback has defined certain core values that are integral to the Company's DNA:

- **Safety** - *The health and safety of our employees and contractors, as well as the public is of the utmost importance.*
- **Environmental Responsibility** - *Manage growth, while protecting and enhancing the natural environment.*
- **Community Involvement** - *We actively strive to serve the community's needs and enhance prosperity and well-being of the communities within which we work.*
- **Transparency** - *We fulfill our commitments in an open and transparent manner. We aim to be accurate, consistent and straightforward in communications.*
- **Accountability** - *As part of our corporate governance, we ensure that accountability guides all our actions, decisions, conduct and reporting.*
- **Integrity & Performance** - *We hold ourselves to high moral standards and strive to fulfill our commitments in an effective and sustainable manner.*



CONSERVATION PRINCIPLES

Given the importance of environmental protection in the development, operation and closure of natural resource projects, Outback has adopted the following guiding **conservation principles** for the Project in order to align it with our core values

- Conduct restoration, mining, milling and reclamation activities in an environmentally responsible manner;
- Locate Project infrastructure on previously disturbed areas wherever practicable;
- Design and construct facilities to minimize impacts to aquatic and terrestrial wildlife, improve habitat across the Project site, and protect anadromous and local aquatic populations;
- Protect and improve local surface water and groundwater quality; and,
- Repair, relocate, or construct new ecologically diverse stream channels and wetlands to mitigate those disturbed by legacy and new mine development.

HEALTH AND SAFETY POLICY

Outback's current Health and Safety Policy is set out below; this Policy will continue to be developed and refined as work on the properties continue to advance.

Outback believes that the health and safety of its employees is fundamental to the operation of its business. Work-related injury or illness is unacceptable, and Outback is committed to the identification, elimination or control of workplace hazards for the protection of all employees. The goal is to have zero lost time accidents. Outback is committed to implementing operational improvements that offer superior safety and occupational health management.

For Outback to succeed in fulfilling this policy, all employees must undertake their work in accordance with Outback's policies to the best of their ability and to take all reasonable care for their own safety and health, as well as the health and safety of their work colleagues.

In order to achieve these objectives, Outback is committed to:

- Providing the expertise and resources needed to maintain safe and healthy work environments.
- Promoting occupational Health and Safety awareness so that it is always at the forefront of daily operations.
- Establishing clearly defined safety and occupational health programs.
- Measuring safety and health performance, and making improvements as warranted.
- Operating in accordance with recognized industry standards, while complying with local and international applicable regulations and laws.
- Investigating the causes of accidents and incidents and developing effective and immediate preventative and remedial action.
- Training employees to carry out their jobs safely and productively. No employee will be permitted to commence a job without the requisite training, including hazard recognition.
- Ensuring, through effective communications, training, stakeholder consultation processes and defined accountabilities, that all employees, contractors and visitors understand the need to comply with our health and safety policies, procedures and practices.



- Providing necessary personal protection equipment, such as hard hats and safety glasses, and instruction in their use.
- Maintaining a high degree of emergency preparedness.
- Requiring that contractors and vendors comply with all of the Company's health and safety standards.
- Promoting the Health and Safety Policy as a way of life in all aspects at our work sites and in our family and local community.
- Driving continuous improvement in each of the above commitments through a program of regularly reviewed objectives and targets.

ENVIRONMENTAL POLICY

Outback's commitment to the environment goes beyond just protecting what is there at our project sites – we look for opportunities to enhance the ecosystem in which we operate as well as improving habitat.

Outback's current Environmental Policy is set out below; this Policy will continue to be developed and refined as work on the properties continues to advance.

Outback's environmental policy is a commitment to maintain sound environmental practices in all of its activities and to continuously improve the efficient use of resources, processes and materials. For Outback to succeed in fulfilling this policy, all employees are responsible for incorporating into their work the actions necessary to take all reasonable care for the protection of the environment. As such, Outback commits to the following:

- Examining the potential impact to the environment of all proposed activities and taking steps to minimize, mitigate or, where possible, eliminate that impact.
- Operating in accordance with recognized industry standards, while meeting and complying with applicable federal regulations and laws.
- On a regular basis, determining the Company's impact to the environment and, through continuous improvement, striving to attain higher levels of environmental performance.
- Minimizing all hazardous and non-hazardous materials generation and properly disposing of all wastes.
- Maintaining a high level of environmental protection by applying reasonable best practices and technologies that minimize impacts and enhance environmental quality with respect to water, air, vegetation and wildlife.
- Maintaining dialogue with the communities and other stakeholders within the area of influence in order to understand their concerns, minimize negative impacts and to enhance environmental quality.
- Progressively rehabilitating disturbed areas, where appropriate, and developing closure plans that can continuously improve and incorporate new technologies where practical.
- Train and educate all employees and contractors to understand their environmental responsibility related to all activities related to the Company's operations and activities.
- Require contractors and suppliers to operate according to Company's environmental standards and procedures.
- Consider environmental factors when purchasing equipment and materials.



SOCIAL RESPONSIBILITY AND SUSTAINABILITY GOALS

Outback recognizes that its own goal of creating a business that is financially sustainable in the long term is consistent with the goals of the communities and countries in which it is hosted and operate of creating self-sustaining economies and societies.

Outback recognizes that its goals, and those of the communities in which it operates, can be aligned to create mutual and lasting benefits. An important goal for the local communities surrounding its project areas is for sustainable, well-compensated employment. In order to deliver against these aspirations, Outback aims to continue to encourage local hiring, contracting, provision of supplies and services within the local communities, and then expanding out from the project areas to adjacent communities, states and the country of Australia. In support of this, Outback has established an **employment goal** to encourage the hiring of qualified local people and work with nearby communities to lessen any negative social, lifestyle and economic impacts on local residents. In support of this goal, Outback will:

- Implement hiring practices that encourage the use of local contractors and local workers, and will go outside the region to hire only to the extent that qualified contractors and an adequate pool of worker candidates cannot be reasonably found locally and hired consistent with applicable legal requirements.
- Implement a policy that encourages local purchase and contracting, and work with local colleges and universities to identify training opportunities to facilitate the hiring of qualified local workers, when applicable.

Outback believes that **social responsibility** is essential to operational and financial success and is committed to developing relationships based on open and honest communication with our stakeholders. To further our commitment to Social Responsibility, Outback endeavours to:

- **Meet or Exceed** all applicable laws, regulations and Outback company standards.
- **Acknowledge** cultural and other human rights and ensure all levels of the workforce understand and respect such rights.
- **Integrate** social responsibility into our decisions and activities.
- **Act Ethically and Respectfully** regarding Indigenous rights, cultural beliefs and aspirations.
- **Understand, encourage and promote** cross-cultural awareness.
- **Engage** our stakeholders regarding their values in connection with the exploration, development, operation and closure of mineral projects.
- **Communicate** openly and honestly with respect to the Company's performance in a timely manner.
- **Maintain** ongoing dialogues based on transparency, respect and good faith.

To fulfill our commitment to social responsibility, the Company will aim to continually improve our performance by regularly:

- reviewing objectives and targets;
- engaging with our employees and stakeholders to find improvements that benefit both local economic development and our shareholders;
- identifying and managing significant social impacts, risks and opportunities;
- measuring and reporting performance transparently against objectives and targets; and



- communicating this policy to our employees, contractors, suppliers and visitors while also making it available to the public.

Outback is committed to achieving **environmental sustainability** in our workplace. The Company recognises our moral and legal responsibility to ensure that our activities do not place the local community or environment at risk of harm.

Our goal is to:

- **Reduce** waste through innovative work practices and recycling practices, including in the disposal of waste from our operations.
- **Minimize environmental impacts** by reduction of polluting substances produced and used in our operations.
- **Minimize the impact of our operations** on the neighbouring communities.
- **Increase the use of environmentally acceptable materials**, equipment and technology in place of those which are harmful.
- **Encourage** our suppliers to follow acceptable environmental policies and purchase, when possible, environmentally-sensitive products and services.
- **Promote awareness** among employees and contractors of the Company's sustainability practices.

TRANSPARENCY AND SUSTAINABILITY REPORTING

Outback uses the industry leading Mining Association of Canada's (**MAC**) *Towards Sustainable Mining (TSM)* initiative to guide our performance and progress (<https://mining.ca/towards-sustainable-mining/tsm-guiding-principles/>) against an internationally recognized reporting standard. Each TSM protocol that is applicable to an exploration company is internally and/or externally reviewed. Outback is taking this proactive approach with a goal of delivering continuous improvements in five benchmark criteria:

- Safety and Health;
- Conservation Management;
- Energy and Waste;
- Community; and
- Economic Sustainability.

As the Company's projects move through the various phases exploration, different components of the TSM initiative will come into play and be used to track the success of the Project against our core values.

With the rise of awareness of environmental, social and governance as a priority to investors and other stakeholders, a number of other internationally recognized reporting standards such as the Global Reporting Initiative (**GRI**) and International Council on Mining and Metals (**ICMM**) have been developed. As global acceptance and standardization of reporting develops, Outback may migrate its primary ESG reporting from TSM to GRI or ICMM, or some other internationally recognized standard in order to improve transparency and accountability, while ensuring the integrity of its performance reporting.