

Document Name:	Health, Safety and Environment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-001-REV0

1. Executive Summary

Abitibi Metals Corp. ("Abitibi" or the "Company") is committed to conducting all exploration, evaluation, and development activities in a manner that protects the health and safety of workers, safeguards the environment, and respects the communities and Indigenous rights holders where we operate.

We believe that all incidents, injuries, occupational illnesses, and adverse environmental impacts are preventable through effective risk management, strong leadership, and a culture of care. As Abitibi transitions from exploration to development, excellence in HSE performance is recognized as a core business value and a critical driver of project success.

HSE performance is a shared responsibility. Every director, officer, employee, contractor, and visitor has an obligation to work safely, protect the environment, and contribute to continuous improvement.

2. Revision History

Date	Author	Section(s)	Purpose of Modification

3. Definitions

HSE: Health, Safety and Environment

Company: Abitibi Metals Corp., including its subsidiaries and controlled entities

Worker: Any employee, contractor, subcontractor, consultant, or temporary worker engaged by the Company

Hazard: A condition or activity with the potential to cause injury, illness, environmental harm, or community impact

Incident: An unplanned event that results in, or could have resulted in, injury, illness, environmental damage, or community impact

Document Name:	Health, Safety and Environment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-001-REV0

Indigenous Rights Holders: Indigenous Nations or communities with asserted or established rights or interests in areas where the Company operates

4. Purpose

The purpose of this policy is to:

- Articulate Abitibi’s commitment to excellence in HSE performance
- Define roles, responsibilities, and expectations for HSE
- Provide a consistent corporate framework for managing HSE risks
- Support regulatory compliance, investor confidence, and sustainable project development

5. Scope

This policy applies to:

- All directors, officers, and employees of Abitibi
- All contractors, subcontractors, consultants, suppliers, and visitors
- All corporate, exploration, evaluation, and development activities

Where Abitibi operates under joint venture, partner, or client arrangements, the Company will comply with the more stringent of applicable HSE requirements.

6. Legal and Other Requirements

Abitibi is committed to meeting or exceeding:

- All applicable federal, provincial, and local health, safety, and environmental legislation
- Permit, license, and approval conditions
- Applicable regulatory guidelines and codes of practice
- Relevant contractual HSE obligations

Where legislation or regulation does not fully address a risk, Abitibi will apply industry best practice and a precautionary, risk-based approach.

6.1 Regulatory Framework

Printed copies of policies are considered uncontrolled. Please verify current issue before use.

Document Name:	Health, Safety and Environment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-001-REVO

In addition to general legislative commitments, Abitibi Metals Corp. specifically adheres to the Quebec provincial framework governed by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). This includes:

- LSST: Compliance with the Loi sur la santé et la sécurité du travail (Occupational Health and Safety Act)
- RSSM: Strict adherence to the Règlement sur la santé et la sécurité du travail dans les mines (Regulation respecting occupational health and safety in mines) for all exploration and development sites.
- LATMP: Compliance with the Loi sur les accidents du travail et les maladies professionnelles (Act respecting industrial accidents and occupational diseases) regarding incident reporting and worker compensation.

7. Responsibilities and Expectations

7.1 Board of Directors

- Provide oversight of HSE performance and policy implementation
- Ensure appropriate governance structures and resources are in place

7.2 Executive Management

- Demonstrate visible leadership and accountability for HSE
- Establish and maintain appropriate HSE management systems
- Integrate HSE considerations into business and project decisions

7.3 Managers and Supervisors

- Identify, assess, and control HSE hazards within their areas of responsibility
- Ensure workers are trained, competent, and fit for duty
- Lead by example and enforce safe and responsible work practices

7.4 Employees and Contractors

- Take responsibility for their own health and safety and that of others
- Comply with all applicable HSE rules, procedures, and instructions
- Promptly report hazards, incidents, and near misses
- Exercise the right and obligation to stop or refuse unsafe work

Document Name:	Health, Safety and Environment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-001-REVO

- Right to Know - Workers have the right to be informed of the risks associated with their work and receive the necessary training and supervision to perform their tasks safely.

7.5 General Expectations

- Hazards are identified and controlled before work begins
- Incidents are investigated to identify root causes and corrective actions
- Reporting of concerns is encouraged without fear of reprisal
- Prevention Programs: In accordance with Quebec law, the Company will maintain active prevention programs and support the role of health and safety representatives or committees as required by the CNESST

8. Record Control

Authorization	Name and Signature	Date
Author		
Safety Department		
Chief Operating Officer		

9. Resources

- **CNESST** - Commission des normes, de l'équité, de la santé et de la sécurité du travail (Quebec's primary safety authority).
- **LSST** - *Loi sur la santé et la sécurité du travail* (Act respecting occupational health and safety).
- **RSSM** - *Règlement sur la santé et la sécurité du travail dans les mines* (Safety regulations specific to mining).
- **Mining Act** - Relevant provincial and federal mining legislation.
- **CSA Standards** - Canadian Standards Association technical standards

Document Name:	Health, Safety and Environment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-001-REVO

10. Appendix

Workplace HSE Commitment (Poster Version)

Our Commitment

At Abitibi Metals, no work is so important that it cannot be done safely and responsibly.

We are committed to:

- Sending everyone home safe and healthy, every day
- Preventing injuries, incidents, and environmental harm
- Respecting the land, water, communities, and Indigenous rights holders

Everyone Has a Responsibility

Leaders will:

- Lead by example and make safety visible
- Ensure hazards are identified and controlled

Workers and Contractors will:

- Work safely and follow HSE rules
- Stop work and report unsafe conditions

You have the right and obligation to refuse unsafe work.