

Document Name:	Workplace Violence and Harassment Policy		
Document Type:	Corporate Policy		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-007-REV0

1. Executive Summary

Abitibi Metals Corp. (“Abitibi” or the “Company”) is committed to providing a workplace free from violence, harassment, bullying, discrimination, and inappropriate conduct.

The Company believes that all workers, consultants, contractors, suppliers and third parties have the right to work in an environment that is safe, respectful, and supportive. Workplace violence or harassment is unacceptable and will not be tolerated.

As Abitibi advances its projects through exploration and early development, the Company recognizes that strong workplace culture, professional conduct, and clear reporting pathways are essential to maintaining trust, safety, and operational readiness.

2. Revision History

Date	Author	Section(s)	Purpose of Modification

3. Definitions

Workplace Violence: The exercise of physical force attempted physical force, or threatening behaviour that could cause physical or psychological harm.

Workplace Harassment: Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Sexual Violence: Any form of violence targeting sexuality or any other misconduct, including unwanted gestures, practices, comments, behaviours or attitudes with sexual connotations, whether they occur once or repeatedly, including violence relating to sexual and gender diversity.

Workplace Bullying: Repeated behaviour intended to intimidate, offend, degrade, or humiliate a person or group.

Poisoned Work Environment: A hostile workplace created through harassment, discrimination, or offensive conduct that negatively affects working conditions.

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4. Prevention and Control of Risks

In accordance with the Act respecting labour standards and the Act respecting occupational health and safety (Quebec), the Company implements the following measures to identify and control risks of psychological harassment and sexual violence:

4.1 Risk Identification and Methods the Company identifies risks through regular site assessments, worker feedback via the Liaison Officer, and the annual review of the Health and Safety Action Plan. Specific attention is paid to risks of a sexual nature and psychosocial hazards.

4.2 Conduct During Social Activities This policy applies not only to the physical workplace but also to all work-related social activities, including team dinners, celebrations, or off-site events. Workers are expected to maintain professional conduct; any behaviour that would be considered harassment in the office or on-site is strictly prohibited at these events.

4.3 Protection of Parties and Witnesses the Company is committed to protecting the dignity and physical/psychological integrity of any person who files a complaint or participates in an investigation.

- **Non-Reprisal:** No worker will be penalized or retaliated against for reporting an incident in good faith or for cooperating as a witness.
- **Interim Measures:** During an investigation, the Company may implement temporary measures (such as changes in reporting lines or physical workstations) to ensure the safety and well-being of the parties involved.

4.4 Document Retention All records, notes, and reports produced during a harassment investigation will be kept confidential and preserved by the Company for a minimum period of two (2) years.

5. Purpose

The purpose of this policy is to:

- Articulate Abitibi's commitment to excellence in HSE performance
- Prevent workplace violence and harassment
- Define unacceptable behaviours
- Establish clear reporting and response procedures n- Ensure incidents are addressed promptly, fairly, and confidentially

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- Support compliance with applicable occupational health and safety and human rights legislation

6. Scope

This policy applies to all Abitibi directors, officers, employees, contractors, consultants, and visitors.

It applies in any work-related setting, including:

- Corporate offices
- Exploration and project sites
- Drill camps and contractor workplaces
- Work-related travel
- Conferences, meetings, and social events
- Electronic communications, including email and social media

7. Legal and Other Requirements

Abitibi is committed to meeting or exceeding applicable requirements under:

- Provincial occupational health and safety legislation
- Applicable human rights legislation
- Criminal Code provisions related to assault, threats, and harassment

This Policy is intended to support Abitibi's broader Health, Safety & Environment Policy and Code of Conduct.

8. Responsibilities and Expectations

7.1 Board of Directors

- Provide oversight to ensure appropriate policies and reporting mechanisms are in place

7.2 Executive Management

- Demonstrate leadership in fostering a respectful workplace culture

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- Ensure complaints are addressed promptly and appropriately

7.3 Managers and Supervisors

- Enforce this Policy consistently
- Respond immediately to reports or observed incidents
- Ensure worker safety during any investigation process

7.4 Employees and Contractors

All workers must:

- Treat others with dignity and respect
- Refrain from violent, harassing, bullying, or discriminatory conduct
- Report incidents or threats promptly
- Cooperate in investigations

7.5 Human Resources / Designate

- Lead or coordinate investigations into complaints
- Maintain confidentiality to the extent possible
- Engage external investigators where appropriate

9. Reporting and Response

8.1 Reporting Options

Workers who experience or witness workplace violence or harassment should report the matter promptly to:

- Their immediate supervisor, or
- The CEO or CFO (if the supervisor is involved), or
- A designated Human Resources representative or external hotline (where implemented)

8.2 Immediate Assistance

- Where there is an immediate threat of harm:
- Call 911 or local emergency services

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- Notify site supervision or camp management immediately

8.3 Investigation

All complaints will be investigated in a timely, fair, and professional manner. Corrective actions may include:

- Coaching or mediation
- Disciplinary action up to and including termination
- Referral to law enforcement where required

10. Record Control

Authorization	Name and Signature	Date
Author		
Safety Department		
Chief Operating Officer		

11. Resources

Supporting documents include:

- Abitibi Code of Business Conduct & Ethics
- Corporate HSE Policy
- Confidentiality & Insider Trading Policy
- Whistleblower Policy (when implemented)

Questions regarding this Policy should be directed to the CEO or CFO.

