



## HEALTH & SAFETY POLICY

This Health and Safety Policy (the “Policy”) is meant to be read in conjunction with the detailed materials produced by the Occupational Health & Safety Committee including but not limited to the Guide to Safety Awareness. This Policy outlines the approach of Altius Minerals Corporation (“Altius”) to addressing the health and safety risks inherent in its business, including its Project Generation business where exploration activity is conducted.

The Policy applies to Altius, its subsidiaries and affiliates, and all employees and consultants of Altius.

### **Commitment Towards Health and Safety**

Altius commits to uphold the highest standards of health and safety for all stakeholders.

- The corporation will comply and where possible, exceed the minimum standards of all the laws, regulations, rules, and standards concerning health and safety in the operational jurisdictions where it carries out business.
- The corporation is committed to providing a safe and healthy work environment for all employees and consultants and as such is committed to providing an environment in compliance with the highest standards.
- Altius prohibits violence and harassment in the workplace and encourages an atmosphere of safety and security. The corporation has specific policies and procedures in place including a third-party whistle-blower service allowing for the anonymous reporting of concerns.
- The use of alcohol, drugs, and other substances where such use could adversely affect work performance and safety are strictly prohibited.
- The corporation organizes health and safety training and educational programs for Altius’s employees and consultants including emergency response plans and situation-specific activity.
- The corporation will publicly disclose health and safety data, as well as its progress on initiatives seeking to improve its performance as part of its annual ESG reports and other public disclosure.
- The corporation recognizes the growing need to address mental health wellness of all stakeholders and will work to provide help and support to individuals living with any mental illnesses to improve their quality of life.
- The corporation will make accommodation for telecommuting in instances where office access is limited as for example existed during restrictions related to COVID-19, when all employees were



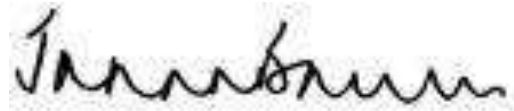
transitioned to work-from-home status. Similar accommodation will be evaluated on a case-by-case basis in the future.

- Altius will provide employees and consultants with opportunities for continuing education on health and safety topics, including re-certifications and first aid courses.

## **REVIEW OF THIS POLICY**

The Board recognizes that the policy is an evolving area in Canada and globally and will review this policy on a regular basis to ensure that it is effective in achieving its objectives and that the Corporation's practices continue to be representative of sound corporate governance practices.

*Adopted by the Board of Directors on August 9, 2021.*



Signed \_\_\_\_\_  
Executive Chair of the Board of Directors

