



# Sustainable Development Policy

Vior has adopted a sustainable development policy that captures the Company's vision in the matter. This policy is inspired by the Company's long-standing practices and by the e3 Plus framework developed by the Prospectors and Developers Association of Canada, which aims to provide exploration companies with the tools and knowledge to apply best practices in corporate social responsibility, environmental management, community engagement, and health and safety. Vior applies these principles by following corporate governance guidelines and the Company's code of ethics in all its daily activities, and encourages its suppliers and consultants to do the same.

## RESPONSIBLE GOVERNANCE AND MANAGEMENT

Responsible governance encompasses all of the Company's activities. It is rooted in on compliance with laws and regulations, integrity, transparency, accountability, cooperation, and continuous improvement.

All members of management and employees, at all levels, adhere to the Company's code of ethics and are aware of their environmental and social responsibilities, and work to continuously improve their work practices. All projects are planned and managed with a view to minimizing impacts on the environment and local communities, in a sustainable development perspective.

## HEALTH AND SAFETY

The Company complies with all laws and regulations relating to health and safety in all its exploration activities, and applies best practices to ensure the health and safety of its employees and local populations. Its objective is to provide a healthy and safe workplace for its employees with a strong focus on prevention.

## DIALOGUE AND COMMUNICATION

Sharing the land is critical and coexistence with other users must be based on proactive, open, and transparent dialogue and communication. Vior strives to establish a constructive dialogue and interacts in good faith with local authorities, Native communities, government agencies, stakeholders and other land users.



## ENVIRONMENT

The Company complies with all laws and regulations relating to environmental protection in all its exploration activities. Vior strives to minimize its environmental footprint and promotes best environmental practices wherever it operates.

## SOCIO-ECONOMIC DEVELOPMENT OF HOST COMMUNITIES

The Company aims to generate benefits locally and contribute to local development whenever possible, by building constructive partnerships that will prove beneficial for all parties involved and in line with the vision of host communities.

## ETHICAL CONDUCT

Sharing the land is critical and coexistence with other users must be based on proactive, open, and transparent dialogue and communication. Vior strives to establish a constructive dialogue and interacts in good faith with local authorities, Native communities, government agencies, stakeholders and other land users.

## HUMAN RIGHTS

Vior ensures human rights are respected in all its activities, for all its employees, suppliers, consultants, and local populations. All members of management and employees are aware of their responsibilities in this regard, and suppliers and consultants are also encouraged to follow the Company's policy.

## RISK MANAGEMENT

Vior diligently assesses risks and challenges relating to each exploration project. This involves careful planning of exploration activities, paying special attention to the applicable legal and regulatory framework and to the potential impacts on local populations and the environment, while ensuring the health and safety of its workers.