



**GOLD MOUNTAIN**

**TSX: GMTN; OTCB:GMTNF; FRA:5XFA**

## **Sustainability Policy**

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Gold Mountain Mining Corp. (“Gold Mountain” or “the Company”) believes that responsible mining generates sustainable value for stakeholders and surrounding communities. We strive to create positive economic and social benefits and improve the overall quality of people’s lives in a manner that is sustainable, while minimizing negative health and safety, environmental, and social impacts of our operations.

This policy outlines our goal to explore and operate the Company’s projects in a manner that supports our sustainability vision and guides site procedures and practices. Our sustainability goals are summarized below:

**Prevent Harm** – We establish standards of practice designed to protect our workforce, environment, and host communities from negative impacts, in accordance with applicable laws and regulations in the jurisdictions where we operate:

- **Safety:** We value the occupational health and safety of our workforce and local contractors above all other priorities and implement risk controls, training, and leadership to promote a culture of safe work at all sites at all times.
- **Environment:** We strive to ensure our environmental footprint and carbon emissions remain low while continuously testing water quality.
- **Community:** We evaluate the social, environmental, economic, and impacts of our operations on communities and work with stakeholders to ensure we understand and account for their perspectives. We foster leadership throughout our Company to achieve sustainable resource stewardship wherever we operate.

**Regional Contribution** – We operate in a way that creates meaningful livelihoods for employees, contractors, opportunities for suppliers and improvements in our host communities:

- **Employment:** We are proud to provide a rewarding, meaningful livelihood to our workforce and promote a diverse, engaged culture.

- **Local Benefit:** We strive to enhance the local economy in rural British Columbia and source the majority of our consumables and equipment from local subcontractors, vendors and manufacturers.
- **Community Development:** We aim to provide lasting benefits to local communities through self-sustaining programs to enhance the economic, environmental, social, educational and health care standards they enjoy.

**Act ethically and transparently** – We operate with respect for human rights and engage with our stakeholders and surrounding communities:

- **Ethics:** We strive to adhere to the highest standards of business conduct and ethics in all of our dealings and endeavor to operate in compliance with the law. We expect those with whom we do business to do the same.
- **UNDRIP:** We recognize and respect the United Nations Declaration on the Rights of Indigenous Peoples, and implement its policies, particularly with regard to our engagement with local Indigenous communities.
- **Engagement:** We engage with stakeholders in the communities where we operate and maintain an ongoing dialogue in a spirit of transparency, respect, and good faith. We proactively seek, engage and support dialogue regarding our operations.

***Approved by the Board of Directors of Gold Mountain on April 28, 2022***