

Osisko Mining considers that cultivating positive and mutually beneficial relationships with local and First Nations communities is integral to the application of our five core values: respect, passion, diversity, integrity and efficiency. Osisko Mining understands the importance of rigorously maintaining and continuously improving an exemplary culture of community engagement.

Osisko Mining is committed to:

- Establishing ongoing dialogue and respectful relationships with both First Nations and local host communities by recording and sharing information, understanding and working collaboratively to address their concerns;
- Complying rigorously with the laws and regulations of the jurisdictions in which we operate in addition to obligations regarding community aspects of regulations, codes and practices, standards to which the Osisko Mining adheres;
- Making certain that stakeholders potentially affected by the impacts of our activities are identified at an early stage;
- Engaging quickly, in a timely and culturally appropriate manner, with First Nations and local communities concerned, including as part of the environmental assessment process;
- Striving to integrate traditional knowledge and community interests in a project and that the potential impacts of activities are well understood, in order to develop mitigation measures aimed at prevention and protection;
- Promoting cross-cultural understanding so that our employees are aware of the culture, values and aspirations of the First Nations communities concerned;
- Ensuring that employees and contractors interact with First Nations and local communities, organizations, groups and individuals with respect and integrity by accepting and being sensitive to cultural differences and encouraging diversity and inclusion in our workplaces;
- Developing collaborative arrangements, where appropriate, directly with local communities or jointly with governments;
- Collaborating with governments and communities to support and encourage tailored community development programs to address community needs and priorities, such as capacity building;
- Identifying and respecting the social, economic, environmental and cultural interests of the First Nations and local host communities concerned, to contribute to their economic and socio-economic development in accordance with our responsible procurement and human resources policies;
- Supporting and encouraging the participation of directly affected First Nations in environmental monitoring, site closure and reclamation planning, and other environmental activities that may be of interest or impact them;
- Establishing and maintaining a feedback system and a grievance mechanism with interested parties, conducting appropriate investigations of events, as well as identifying and then carrying out corrective actions;
- Striving for continuous improvement by implementing community relations management programs, annually reviewing our commitments and objectives, documenting concerns and responses, and developing plans and targets to improve performance;
- Ensuring that the necessary resources - human, material and financial are available to promote, plan and implement this policy.

In order to achieve our community relations objectives, Osisko Mining expects that:

- All executives, managers and supervisors are ambassadors in promoting and maintaining our relationships with our host communities;
- The Community Relations Department supports this policy by developing, implementing and maintaining standards and protocols to achieve performance objectives and support on-site activities;
- All employees, subcontractors and suppliers of goods and services are responsible for carrying out their activities in accordance with this policy;
- Social issues are regularly presented to the Sustainable Development Committee of the Board of Directors to monitor our community relations practices, including any necessary corrective measures taken to improve them, and to confirm that Osisko Mining adheres to this policy.



John Burzynski
Executive Chairman, CEO & Director