

Osisko Mining Inc. considers socially responsible management of our employees to be an integral part of the application of our five core values: respect, passion, diversity, integrity and efficiency. Osisko Mining Inc understands the importance of fostering and continuously improving an exemplary organizational culture.

Osisko Mining Inc. is committed to:

- Respecting and promoting human rights;
- Strictly complying with all laws and regulations in the jurisdictions in which we operate;
- Promoting a respectful, diverse and inclusive workplace and implementing practices to ensure every individual has an equal opportunity to evolve according to their skills;
- Evaluating each of our activities in terms of the potential negative impacts and risks for the natural, human and social environments, with the goal of adopting mitigation measures aimed at prevention and protection;
- Ensuring a healthy and positive working climate;
- Providing employees with training to support them in developing their talents;
- Contributing to the economic and skills development of our host communities by promoting local hiring;
- Developing mechanisms to respond to employee concerns;
- Monitoring and working proactively to improve the beneficial impacts and minimize the negative impacts of our activities on individual and human rights;
- Ensuring that the necessary resources - human, material and financial - are available to promote, plan and implement this policy.

In order to achieve our human resource management objectives, Osisko Mining expects:

- All executive, managers and supervisors to be ambassadors in promoting and maintaining a respectful, diverse and inclusive workplace for our employees;
- The Human Resources Department to support this policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this policy;
- The Board of Directors' Sustainable Development Committee to meet on a regular basis to monitor our human resource practices including any necessary corrective actions taken to improve it and confirm that Osisko Mining Inc. adheres to this policy.



John Burzynski
President and CEO
Date: May 4th, 2020