

NO FISHING, HUNTING OR TRAPPING ON THE RENARD SITE POLICY

All fishing, hunting, and trapping activities on the mining site are prohibited by the Company, during all construction, operating, and closing phases and before and after working hours.

Only the master trapper, at the exclusive and express request of Stornoway's authorities, will have the right to hunt an animal that could, by its presence on the mining site or in the immediate vicinity, endanger the lives of workers. In such a case, the procedure established by the health and safety department must be followed and the related forms completed.

▼ EMPLOYEE, SUBCONTRACTOR AND VISITOR RESPONSIBILITY

No one may carry a firearm or trapping and fishing equipment at any time or in any area of the workplace.

▼ COMPANY RESPONSIBILITY

- ▶ Anyone caught carrying a firearm or trapping and fishing equipment in the workplace will be suspended and subject to expulsion from the workplace. They will face disciplinary action up to and including termination.
- ▶ Anyone trying to access the workplace will be turned away if the Company has reasonable grounds to believe they are carrying a firearm.
- ▶ When violation of this policy by an employee is confirmed, the HR department must be informed without delay in order to implement an appropriate action plan.
- ▶ Subcontractors and visitors will be expelled from the site or denied access if they disregard this policy.