

## Clean Air Metals Inc. - Sustainability Policy

### Vision

Clean Air Metal's mission and vision is to explore and develop a suite of metals that are vital to reducing global air pollution and climate change.

The United Nations Conference on Environment and Development (UNCED; 1992) defines sustainability as "meeting the needs of the present without compromising the ability of future generations to meet theirs. It has three main pillars: economic, environmental and social. These three pillars are informally referred to as people, planet and profit".

For Clean Air Metals in turn, sustainability means ensuring that our business is fully and transparently accountable for managing social, environmental and economic risks and opportunities. At Clean Air Metals, sustainability means adopting leading industry standards for the management of health, safety, and the environment. We engage with local communities and stakeholders, treating them with respect and creating a workplace where employees are valued, engaged and encouraged to succeed. Acting sustainably aligns the Company with its stakeholders' values, exploring and developing natural resources for the benefit of present and future generations.

For greater certainty, Clean Air Metals recognizes Canada's constitutional protection of aboriginal treaty rights on non-Reserve traditional territories. The Company pledges integrity and meaningful consultation with First Nation communities affected by its operations, as exploration and development unfold on the Company's properties and projects.

### We Commit to:

Clean Air Metals will integrate the following sustainability objectives into business planning and work activities. To deliver a sustainable business strategy, Clean Air Metals will focus on long term measurable and sustainable ESG (Environmental, Social and Governance) performance.

### Health and Safety

**Health and safety is a core value at Clean Air Metals. Clean Air Metal's objective is to create an injury free workplace and to enhance the well-being of employees, contractors, suppliers and the communities in which we operate.**

### We will achieve this by:

- Building and maintaining a positive safety culture;

- Encouraging a high level of safety awareness and performance through leadership and training at all levels;
- Identifying and managing safety, occupational health and hygiene risks;
- Following Public Health Guidelines at all times to avoid the transmission of COVID-19 and other infectious diseases
- Integrating safe work systems in the way we operate;
- Supporting our people and local communities to enhance their health and well-being;
- Engaging with and monitoring the performance of contractors, suppliers, partners and customers to ensure leading health and safety performance;
- Investigating and reporting all health and safety incidents, and analyzing this information to prevent future events and;
- Maintaining the highest standards of operational integrity.

## Environment

**The preservation and protection of the long-term health, function and viability of the natural environment is a key objective.**

### **We will achieve this by:**

- Adopting leading environmental practices and standards throughout all stages of exploration and development;
- Working to continuously improve our environmental performance through the reduction of harmful emissions to air, water and land and by improving the efficiency by which we utilize natural resources, energy and materials;
- Minimizing our direct greenhouse gas emissions
- Preventing the loss of biodiversity and ecosystem function due to our operations;
- Identifying and managing environmental risks and opportunities.

## Community

**Clean Air Metals is committed to being a responsible corporate citizen and contributing to the social and economic well-being of the communities associated with our activities.**

### **We will achieve this by:**

- Transparently engaging with local communities and stakeholders at the earliest possible project stages and throughout the life cycle of the operations in a culturally appropriate manner;
- Encouraging the development of relationships based on mutual respect, benefit and participation;
- Working with governments, local authorities, non-government organizations and interested parties to develop and provide support to programs or initiatives of benefit to local communities;
- Screening suppliers and contractors using sustainability performance criteria.

## People

**A workplace based on mutual respect, fairness and integrity is a fundamental component of Clean Air Metal's core values. We will create a workplace where employees are encouraged to innovate and grow within the organization over the long term.**

### **We will achieve this by:**

- Encouraging, supporting and promoting employees on the basis of merit while supporting equity, diversity and inclusion in the workplace;
- Providing equitable remuneration, appropriate training and professional development opportunities;
- Clearly communicating employment requirements and expectations in support of employee engagement, collaboration and accountability;
- Protecting the privacy of employees' personal information in a legal and ethical manner;
- Operating a drug and alcohol free workplace;
- Offering a workplace where discrimination, harassment, violence and bullying are not tolerated;
- Implementing an open, fair and reliable workplace issue resolution process; and
- Recognizing employees' rights of freedom of association.

Approved by the Board of Directors, May 21, 2020