

## Clean Air Metals Inc. – Equity, Diversity and Inclusion Policy

### Vision

Clean Air Metals Inc. is committed to equity, diversity and inclusion at all levels of the Company. We welcome, encourage and promote diversity within the Staff, Board of Directors, Consultants, Contractors, Suppliers, and in all activities. The Board of Directors (the “Board”) of the Company recognises that an equitable, diverse and inclusive workforce is a competitive advantage.

For Clean Air Metals the principle of equity, diversity and inclusion (“EDI”) means consciously creating an environment that values, celebrates and respects individuals for their talents, skills and contributions regardless of differences in ethnicity, gender, race, age, national origin, (dis)ability, education, social background, sexual orientation, religion and personal characteristics. All individuals will have fair and impartial access to opportunities.

The Company recognises that full inclusion of diverse individuals builds value by bringing a wide range of insights and perspectives to solving problems, meeting challenges and forging new paths forward. Clean Air Metals aims to lead by example, demonstrating the advantages of EDI through its own commitment and action.

### We Commit to:

A workplace based on mutual respect, fairness, diversity and inclusion is a fundamental component of Clean Air Metal’s core values. Clean Air Metals will integrate the following EDI objectives, as part of our programs, into business planning and work activities.

### We will achieve this by:

- Identifying relevant factors to be considered in the employee, consultant, contractor, selection process and develop practices to eliminate potential unconscious bias;
- Promoting an inclusive culture within the Company in which diversity is valued and all members feel included and respected;
- Creating a cooperative working environment characterized by inclusive practices and behaviours for the benefit of all staff, stakeholders and participants, which is free from bullying, harassment and discriminatory behaviours;
- Recruiting, managing and promoting on the basis of an individual’s competence, qualification, experience and performance, and consideration for the places we work, regardless of gender, age, race, nationality, religious beliefs, cultural background, sexual orientation or any other basis;

- Fostering a diverse environment where the ability to contribute and access employment opportunities is based on performance, skill and merit, while recognising the benefits of and actively promoting greater representation of diversity in leadership positions throughout the organization, including at the Board level and in executive officer positions:
- Working to support employees by fostering a cooperative work environment and to develop flexible and adaptive work practices and policies within the contexts of our corporate and exploration activities;
- Implementing unconscious bias training at all levels and activities of the Company;
- Developing practices to eliminate unconscious bias;
- Improve opportunities for participation and leadership for all staff, especially for those groups who have been underrepresented in the mineral exploration and development sector, including Indigenous people, women, and visible minorities; and
- Establish procedures for monitoring, encouraging and assessing equity and diversity within the Company, our contractors, consultants and suppliers.

### Supporting Policies, Reporting and Review

In addition to this Policy, the Corporation has implemented the following policies that promote and support EDI:

- Sustainability Policy
- Code of Business Conduct and Ethics;
- Ethical Workplace Reporting Policy and Procedures.

Disclosure of concerns with respect to this Policy can be made under Clean Air Metal's Ethical Workplace Reporting Policy and Procedures for officers, directors, employees, retained consultants, contractors, suppliers and other stakeholders.

The Board will proactively monitor and assess the Company's performance in meeting the commitments outlined in this Policy. The Company will report on our progress on EDI annually.

**This Policy is intended to be a living document and subject to revision from time to time as context change and our understanding of promoting equity, diversity and inclusion evolves.**

Approved: September 23, 2020