

## People Policy

At Calibre Mining we recognize that the success of our business is explicitly linked to the accomplishments and well-being of our employees. We are committed to building a workplace culture that fosters leaders and allows every person to thrive, contribute, and grow.

At Calibre are focused on cultivating behaviours which develop our employees and to establish a work environment where everyone can take an active part in reaching our strategic goals while feeling a sense of pride in working at Calibre.

- We trust and speak up: contributing and working together to add value for all our stakeholders.
- We inspire leadership: empowering our people to develop through clear accountabilities and authorities supported by honest and timely feedback.
- We deliver on commitments: We do what we say. We challenge ourselves and each other to look for better ways to do our work and deliver value.

To meet our People objectives, Calibre will:

- Foster communication as the basis for building relationships with our workforce, generating trust, and promoting cooperation.
- Commit to the success of our employees and business partners.
- Promote equality, fairness, and inclusion in all employment decisions.
- Hire employees based on bona fide work-related skills.
- Promote our culture of well-being and a healthy and safe workplace for all employees.
- Offer training and development programs to promote the professional growth of workers.
- Create safe and respectful work environments to prevent harmful behaviours.
- Offer dignified work, with respect for human rights and in accordance with the law and our corporate governance policies.
- Effectively manage the resolution of internal conflicts and complaints.
- Comply with all applicable labour laws and regulations in the countries where we operate, respecting freedom of association and the fundamental principles and rights of workers as outlined in the International Labor Organization Declaration.

All Calibre employees have a shared and personal responsibility to ensure our business activities are managed in accordance with this People Policy.



**Darren Hall**  
**President & Chief Executive Officer**  
**Calibre Mining Corp.**

**May 2023**