

**PREMIUM RESOURCES LTD.**

**ENVIRONMENTAL, HEALTH AND SAFETY POLICY**

**PURPOSE**

Premium Resources Ltd. (the "**Company**") is committed to protecting the environment, as well as the health and safety of our directors, officers, employees and consultants (our "**Representatives**"), and the communities in which we work. All aspects of our business will be managed in a safe and environmentally responsible manner, consistent both with good business practices that provide a competitive return on investment and the principles set forth in this policy. Please report any accidents, injuries, unsafe equipment, practices or conditions immediately to a supervisor or other designated person. Threats or acts of violence or physical intimidation are prohibited. The use of illegal drugs or alcohol in the workplace is prohibited and you may be subject to immediate termination.

**MANAGEMENT COMMITMENT**

All levels of the Company's management are committed to the development, implementation, maintenance and continual improvement of the environmental, health, and safety programs. We believe it is the responsibility of management to set the expectations and assure adherence to company policy, and we will act accordingly. Our management will ensure that environmental, health and safety policies, programs, and performance standards are an integral part of our planning and decision-making.

We place concern for the environment, health and safety of our Representatives and the communities in which we work at the forefront of our policies and decisions. We will provide and maintain safe and healthy working conditions and will follow operating procedures that safeguard our Representatives and the communities in which we work. We will provide health and safety programs that are compliant with regulatory standards.

**COMPLIANCE**

We will comply with applicable environmental, health and safety laws and regulations, and shall consider compliance with the law to be the minimum standards. Our Representatives are responsible and accountable for compliance and have an obligation to bring issues forward to management for resolution. We will contribute constructively to shape public policy that is based on sound business principles and realistically achievable goals.

**PLANNING AND ASSESSMENT**

We will integrate environmental, health, and safety considerations into our business using the innovation, creativity, and ingenuity of our Representatives. Capital projects and operating plans will be reviewed by our management in terms of this policy and in concert with the objectives and targets developed as a result of the policy. Appropriate programs will be implemented, maintained, and internally evaluated to ensure consistency with this policy.

The policy is available and will be provided to all our Representatives via written communication, meetings and/or other media or forums. We require our Representatives at all levels to follow environmental, health, and safety procedures appropriate to their function, and we encourage our Representatives to participate proactively in our environmental, health, and safety programs. We will inform contractors and visitors of this policy and require compliance from contractors and visitors while within our facilities and when performing work for us.

## **OVERSIGHT AND REPORTING**

All environmental, health and safety incidents shall be reported immediately to the Company's Chief Executive Officer ("CEO") upon learning of their occurrence. The CEO will report it to the Board of Directors in a timely manner that is reflective of the severity of the incident. The CEO will assign responsibilities and follow up procedures together with the Board of Directors as considered necessary.

Approved by the Board of Directors of THE COMPANY on August 9, 2022.