

SOUTHERN CROSS GOLD CONSOLIDATED LTD.

ENVIRONMENTAL, HEALTH, SAFETY AND SOCIAL RESPONSIBILITY POLICIES

Southern Cross Gold Consolidated Ltd.'s (the "**Company**") Environmental, Health, Safety, and Social Responsibility Policies ("**EHSSR Policies**") have been established to clearly communicate the Company's expectations for employees, directors, officers, contractors and consultants providing services for or on behalf of the Company.

The EHSSR Policies apply to the Company and its wholly owned subsidiaries. The Company expects that each of its wholly owned subsidiaries that conduct mining operations will establish procedures to ensure compliance with these policies. All of the Company's board members, officers, employees, contractors or any third-party conducting work or acting on the Company's behalf will behave in a manner that respects human rights and avoids infringing upon them. The Company will take appropriate measures to ensure that this policy is respected.

The policies outlined below supplement the requirements, guidelines and standards of conduct described in the Company's other internal and external policies. This includes the Company's Code of Conduct, Commitment to Anti-Bribery Conduct, Human Right Policy and site-specific orientation and induction requirements amongst others. The Company requires annual affirmation of the knowledge and compliance of the Company's policies. The policies will be reviewed regularly and updated as required.

The EHSSR Policies are intended as a component of the flexible governance framework within which the Company's Board of Directors, assisted by its committees, directs the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Company's constituting documents, it is not intended to establish any legally binding obligations on the Company or limit or diminish any rights or remedies of the Company.

1. Health and Safety Policy

The Company is committed to the safety, health and welfare of our employees and their families, our contractors and our visitors (collectively, "**team members**"), as well as the safety and well-being of the communities in which we work. All team members must take accountability for their personal safety and the safety of others working around them. The Company is committed to a culture of zero harm.

To achieve our health and safety objectives, The Company will:

- Provide team members with the necessary training, guidance, direction and knowledge to safely perform their tasks, and maintain records of the training.
- Institute, document and maintain a health and safety management system, applying proven management practices, to prevent personal harm, mitigate impacts and foster a culture of proactive safety management and open communication.
- Empower team members, through regular engagement, to promote behavioral safety as a core organizational value and to restate that their skills and competence are essential for their safety and the safety of others.
- Require that each site has an emergency response procedure in place.
- Provide access to first aid facilities and services and obligate team members to wear personal protective equipment when required.
- Support and encourage the efforts of team members to gain the knowledge and skills to continue to promote a safe and healthy life beyond the workplace.

- Identify risks and hazards and eliminate, isolate or mitigate the risks and hazards that could result in health risks, injury to team members or harm to the environment and local communities.
- Continuously seek improvements in policies and procedures to further lower risk and eliminate hazards through team member communication and feedback, motivation, reward and recognition, health and safety system reviews, and incorporating new technology, techniques and processes.
- Maintain and test emergency response plans to minimize the impacts of unforeseen events.

The safety, health and well-being of our workers and their families are the Company's greatest responsibility.

2. Social License and Sustainable Development Policy

The Company is focused on building trust and making a positive difference in the communities in which we live and work.

The Company is committed to:

- Identifying and engaging our communities of interest in timely, inclusive, ethical, transparent and culturally respectful dialogue prior to undertaking significant activities throughout the life of a project.
- Establishing formal grievance mechanisms as part of our overall community engagement process.
- Monitoring, continuously improving, and reporting on the performance and effectiveness of our activities related to corporate social responsibility.
- Developing, implementing and maintaining meaningful and effective strategies for community engagement and mutual understanding.
- Facilitating opportunities for community or individual growth
- Wherever reasonable, provide local indigenous groups with the opportunity to participate directly or indirectly in employment opportunities and where appropriate, provide the opportunity for local indigenous businesses to tender for the supply of goods and services to us..
- Promoting a safe environment for local communities.
- Respecting the social, economic and cultural rights and heritage of local people.
- Assisting local and regional development in areas where we are the operator of our projects through training and employment.
- Adhering to all applicable laws and regulations of the countries and regions where we conduct our business, including those relating to human rights, and operating in a manner consistent with the Voluntary Principles on Security and Human Rights and industry best practice, respecting the Universal Declaration of Human Rights and the Convention on the Rights of the Child.
- The Company will strive to improve the actions and conduct of every Company employee and contractor to maintain and enhance our social license.

3. Environmental Policy

The Company is committed to wise environmental stewardship and protecting the heritage sites in accordance with Australian State and Commonwealth legislation as a minimum. Company employees care about protecting the environment for future generations while providing for safe, responsible and profitable projects by developing natural resources for the benefit of its employees, shareholders and communities.

- To achieve our environmental objective, The Company will:
- Fully comply with all applicable environmental laws, regulations and other environmental obligations.
- Approach the Company's activities at culturally significant sites with understanding and recognition of the desire of indigenous peoples to fulfil their responsibilities within their traditional culture.
- Protect the environment by applying proven management practices to prevent pollution and mitigate impacts.
- Communicate its commitment to excellence in environmental performance with its subsidiaries, employees, contractors, and other agents and the communities in which it operates.
- Strive to minimize releases to the air, land or water and will ensure appropriate treatment and disposal of waste.
- Allocate the necessary resources to meet its reclamation and environmental obligations.
- Seek opportunities to improve its environmental performance through adherence to these principles.
- Report progress to its employees, shareholders and the communities in which it operates on a timely basis.
- Communicate openly and transparently with internal and external interested parties to develop a mutual understanding of environmental issues, needs and expectations.
- The Company is committed to excellence in environmental performance to maintain and enhance our license to operate.

4. Human Rights Policy

The Company is committed to respecting human rights as outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and under international humanitarian law as well as any applicable local human rights legislation.

To ensure we meet our commitments, The Company will assess potential human rights issues, take measures to avoid infringing on human rights, and seek constructive dialogue and partnerships with stakeholders impacted by our activities.

The Company is committed to regularly reviewing and assessing the effective implementation of and compliance with this policy. The Company will ensure relevant corporate procedures, standards and guidance support the implementation of and are aligned with this policy.

The Company is committed to embed a human rights culture in our Company to ensure the rights and dignity of every person is valued and respected.

To meet our responsibility to uphold human rights, The Company will:

- Take actions to embed a human rights culture in our Company and ensure employees and contractors are made aware of this Human Rights Policy and understand their responsibility to comply. These measures include awareness-raising and training on the policy and specific aspects within it, such as how to report concerns related to human rights via Company grievance mechanisms.
- Respect the rights and dignity of employees, contractors, partners and community members impacted by our business. The Company is committed to creating a safe and diverse workplace where decisions are non-discriminatory towards race, color, religion, nationality, gender, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability or other basis prohibited by law.
- Respect workers' rights, including freedom of peaceful assembly and association, and engagement in collective bargaining consistent with the relevant International Labour Organization (ILO) conventions on that subject.
- Not tolerate the use of forced, compulsory or child labor.
- Be committed to continual improvement of our human rights practices and will regularly review and assess the effectiveness of and our compliance with this policy.

5. Compliance

For employees, non-compliance with this policy may be grounds for disciplinary action up to and including termination of employment. For consultants and contractors, non-compliance may be grounds for contract termination. For directors, non-compliance may be grounds for case-specific disciplinary action, which may include immediate discharge or removal.