



## **P2 GOLD INC.**

### **HUMAN RIGHTS POLICY**

P2 Gold Inc. (the “Company”) recognizes its responsibility to promote the respect for human rights in all of our business activities. In discharging our responsibility, we will:

- Not discriminate against any individual based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age or any other legally protected characteristic unrelated to an individual’s job performance.
- Conduct human rights assessments at our corporate and site levels to identify and manage human rights risks and potential impacts. At a minimum, we will include the following in our human rights assessments: working conditions; non-discrimination; health and safety; security; water management; Indigenous rights; and vulnerable groups.
- Engage our stakeholders and Indigenous communities for input and feedback related to our human rights management approach and performance.
- Maintain formal mechanisms, including the platform provided under our Whistle Blower Policy, to receive and handle complaints related to human rights matters.
- Consider human rights risks and impacts in major investment decisions, including the acquisition of new properties and mines, as well as potential mergers and acquisitions.
- Respect human rights related to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, minimum wages, peaceful assembly, and equal opportunity.
- Regularly review our performance on human rights matters relative to our policies and standards to enable continual improvement in our human rights management and performance.
- Conduct human rights training for our senior corporate leadership and our operations management.
- Communicate this Policy internally and externally to help ensure our stakeholders and Indigenous communities understand our human rights responsibilities and commitments.
- Following the initiation of sustainability reporting, publicly communicate our human rights management approach and performance in our annual sustainability report.

This Policy does not supersede applicable laws and regulations in the jurisdictions in which we carry on business, and we are committed to comply with all such laws while honoring the spirit of international human rights principles.

This Policy applies to all directors, officers, employees, contractors and consultants of the Company and its affiliates, and is aligned with the Code of Business Conduct and Ethics. The Company's management is accountable to the Board of Directors for ensuring that this Policy is effectively implemented.

This Policy was approved by the Board of Directors on November 9, 2021.