

	<b>Victoria Gold Policy</b>		
	<b>Corporate Social Responsibility Policy</b>		
<b>Department:</b>	Human Resources	<b>Document Number:</b>	VGC-POL-HR-013
<b>Section:</b>	Company Wide	<b>Issued Date:</b>	November 8, 2023
<b>Replaces:</b>		<b>Revision:</b>	0
<b>Approved By:</b>	Corporate Office – President and Chief Executive Officer		

Victoria Gold is committed to being a socially responsible miner, treating everyone involved in our operations with dignity and respect, having regard for employees' health, safety, and wellbeing, working ethically and with integrity and satisfying all legal requirements imposed upon us by statute or legislation, in each of the jurisdictions in which we work. Victoria Gold recognizes that the nature of our mining operations has impacts on the environments in which we operate as well as the communities which support us. We will endeavor to minimize the adverse environmental impacts of our operations and maximize the benefits realized by the communities in which we work and live.

**Commitments:**

- Integrate into our management systems, covering a broad range of topics such as Health & Safety, Environment and Human Resources, industry best practices to ensure the best possible outcome for all parties involved.
- Develop and maintain inclusive and collaborative relationships with those communities in which we operate.
- Contribute positively to the quality of life and the sustainability of those communities in which we operate.
- Fulfill all commitments and obligations made to the First Nation of Nacho Nyac Dun.
- Engage in meaningful discussion and consultation with local and regional partners regarding operational plans, being ever mindful and respectful of local traditions and cultures.
- Identify business opportunities which may be of interest to the communities in which we operate and collaborate with members of those communities to make those opportunities realities.
- Build and maintain the trust and support of local communities in which we operate, respect their rights and their individual interests, and contribute in a positive way to their socio-economic growth and prosperity.

The Company's Executive Committee has direct accountability for the implementation of this Policy, including establishing initiatives and objectives that promote and support this, Policy.

John McConnell  
President and Chief Executive Officer

**REVISION HISTORY**

Revision	Approval Date	Approval By	Comments
0	November 8, 2023	President and Chief Executive Officer	New Corporate Policy - Issued for Use