

Environment, Health, Safety & Sustainability Policy

The EHS&S Policy applies to all areas of environment, health, safety and sustainability including but not limited to worker health and safety encompassing physical, psychological, and social well-being, public safety, climate change, biodiversity, tailings, water stewardship, Indigenous and community relations, child and forced labour, responsible sourcing, compliance, and emergency preparedness.

This Policy applies to all wholly-owned Sherritt operations, its subsidiaries, and applicable contractors and suppliers.

Every reasonable effort will be made to promote the guiding principles and commitments of this Policy in dealings with joint venture partners and affiliated companies.

Sherritt's sustainability commitment is articulated in the Sustainability Framework, which consists of the following commitments that address the most material sustainability aspects to the Corporation and its stakeholders:

1. Provide a Safe and Rewarding Workplace
2. Operate Ethically
3. Demonstrate Environmental Responsibility
4. Engage Stakeholders and Benefit Communities

As part of Sherritt's Sustainability Framework, the company is committed to providing a safe and healthy workplace and demonstrating environmental and social responsibility, while benefiting the communities where the company operates. Accordingly, Sherritt endeavors to:

- Comply with legal and other requirements (such as voluntary standards and frameworks that the company has committed to) relevant to the company's operations and with the company's EHS&S policies and procedures;
- Identify and assess EHS&S risks associated with our activities and continuously mitigate through practical and evolving management systems;
- Regularly measure and evaluate our EHS&S management practices and performance against established commitments, objectives, and targets implemented to drive continual improvement;
- Implement initiatives to prevent illness, injury, social or environmental harm, and pollution;
- Establish systems for the responsible and sustainable use of resources, including raw materials, energy, water, and land, and positively contribute to the conservation of biodiversity as applicable;
- Maintain adequate process safety management and loss prevention systems;

- Maintain public safety and protection of the environment in the event of an emergency on our sites and, where possible, provide assistance to communities in the event of an emergency outside of our sites;
- Pursue the responsible and ethical production and supply of minerals, that is conflict-free and free of child or forced labour and conforms with our Human Rights Policy;
- Manage our climate-related risks including reducing our own emissions, adapting to physical impacts, and supporting local communities to prepare for the potential impacts of climate change;
- Develop an equitable, diverse and inclusive workplace that recognizes and values difference, where everyone is treated fairly and with dignity and respect;
- Provide EHS&S-related training and education to employees, contractors, and suppliers that is relevant to their roles;
- Ensure the participation and consultation of relevant stakeholders on EHS&S matters; and
- Publicly disclose Sherritt's performance in a transparent fashion in accordance with relevant industry standards as required or on a voluntary basis.

Sherritt's management is accountable for EHS&S performance, for implementing the necessary management systems and providing resources to ensure full compliance with this Policy. Employees, and applicable contractors, and suppliers are accountable for participating in the implementation of this Policy and adhering to its commitments.



Peter Hancock
Interim CEO
Sherritt International Corporation