



## WORKPLACE BULLYING AND HARASSMENT POLICY

### 1. Purpose of the Policy

Integra Resources Corp. ("Integra" or the "Company") is committed to creating and maintaining a workplace environment which fosters mutual respect, integrity, and professional conduct. In keeping with this commitment, the Company has established this Workplace Bullying and Harassment Policy (the "Policy") and a set of reporting/investigation procedures (the "Reporting/Investigation Procedures") for all employees, directors, and officers relating to the issue of workplace bullying and harassment. The Company will not tolerate bullying or harassment in the workplace and will make every reasonable effort to prevent and eliminate conduct which falls within the scope of this Policy.

### 2. Application and Scope

All Company employees, directors, and officers (collectively, the "Covered Person(s)") are covered by this Policy. This Policy applies to all activities which take place on the Company's premises (including interpersonal and electronic communications), or which are directly connected to the workplace and during any employment-related duties or activities, including conferences, training sessions, travel, and social functions.

### 3. Defining Workplace Bullying and Harassment

*Bullying and harassment:*

- includes any inappropriate conduct or comment by a Covered Person towards another employee, director, or officer that the Covered Person knew or reasonably ought to have known would cause the other employee, director, or officer to be humiliated or intimidated, but
- excludes any reasonable action taken by a Covered Person relating to the management and direction of employees, directors, or officers of the place of employment.

Bullying and harassment are often characterized through insulting, hurtful, hostile, vindictive, cruel, or malicious behaviors which undermine, disrupt, or negatively impact another's ability to do their job and results in a harmful work environment for the employee, director, or officer. Bullying may be the result of deliberate intention or not. It is important to recognize that it is the impact of the behavior on others, not the intent, which determines whether bullying has occurred. Depending upon the severity and impact of the behavior, a single significant incident may constitute bullying if it is found to be sufficiently offensive, threatening, or intimidating. To determine whether bullying has occurred, each situation must be examined reasonably and objectively, based on its specific facts.

Examples of conduct or comments which might constitute bullying and harassment include:

- verbal, written, or physical threats and intimidation;
- insulting or derogatory remarks, gestures, or actions;
- shouting, yelling;



- swearing and calling someone derogatory names;
- targeting an individual through persistent, unwarranted criticism;
- public ridicule;
- vandalizing personal belongings; and
- spreading malicious rumours, gossip, or negative innuendo.

*Bullying or harassment would not include:*

- the normal exercise of supervisory responsibilities, including performance reviews, direction, counseling, and disciplinary action where necessary, provided they are conducted in a respectful, professional manner, in accordance with the Company's policies and procedures;
- social interactions, jokes and bantering, which are mutually acceptable, provided the interactions are respectful and there is no negative impact for others in the work environment; and
- disagreements, misunderstandings, miscommunication and/or conflict situations, provided the behavior of the individuals involved remains professional and respectful.

#### **4. Covered Person's Rights, Roles and Responsibilities**

Every Covered Person of the Company is expected to support the implementation of this Policy by:

- conducting themselves in a manner which demonstrates professional conduct, mutual respect for others, and which honours diversity in the workplace;
- not engaging in the bullying and harassment of others;
- participating fully and in good faith in any resolution process or formal complaint and investigation process where they have been identified as having potentially relevant information;
- reporting any bullying and harassing behaviours which they experience or observe in the workplace which may be in violation of this Policy;
- respecting the rights to personal dignity, privacy, and confidentiality pertaining to this Policy; and
- completing annual training provided by the Company.

#### **5. Management Roles and Responsibilities**

While every Covered Person is responsible for maintaining and contributing to an environment which is free from bullying, those in positions of authority over staff carry more responsibility than other Covered Persons within the Company's organization. Management personnel have additional obligations to make every reasonable effort to establish and maintain a workplace free of bullying or harassment. Related to this Policy, their responsibilities include but are not limited to:

- ensuring that Covered Persons under their direction have full access to information regarding employer policies and standards;
- respecting the rights of all parties to a fair, equitable, and confidential process for responding to complaints;
- providing support to all those who participate in a problem-solving process; and
- enforcement of corrective and/or disciplinary measures, where applicable.



## 6. Annual Review and Related Matters

This Policy and the Reporting/Investigation Procedures which apply to it will be reviewed annually by the Company's Environment, Social Governance Committee and any changes to this Policy and the related Reporting/Investigation Procedures will be communicated to all persons to whom this Policy applies.

Covered Persons will be provided with a copy of this Policy and the related Reporting/Investigation Procedures and are required to acknowledge that they have read this Policy when they are engaged or when this Policy and the related Reporting/Investigation Procedures are introduced or significantly revised.

REVIEWED and APPROVED by the Board of Directors of **INTEGRA RESOURCES CORP.** on December 13, 2024.



## COMPLIANCE CERTIFICATE

I have read and understand the Integra Workplace Bullying and Harassment Policy (the "Policy").

Date: \_\_\_\_\_

By: \_\_\_\_\_

Name:

Job Title:

