



## **SAFETY, ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY**

### **1. Purpose of the Policy**

The objective of this Safety, Environmental and Social Responsibility Policy (the "Policy") is to outline how Integra Resources Corp. ("Integra" or the "Company"), together with its directors, officers, employees, consultants and contractors, will conduct its business in a safe and environmentally responsible manner and to the highest standards of corporate social responsibility.

### **2. Application of the Policy**

This Policy is applicable to all directors, officers, employees, consultants, and contractors of Integra (collectively, the "Covered Persons"). Each Covered Person will agree to be bound by the provisions of this Policy upon notification of the most recent copy.

### **3. Communication of the Policy**

To ensure that all Covered Persons are aware of the Policy, a copy of the Policy will be provided to each of them for their review. All Covered Persons will be informed whenever significant changes are made. New directors, officers, employees, consultants and contractors will be provided with a copy of this Policy and shall verify their acceptance and compliance to this Policy to ensure they understand the terms of this Policy.

### **4. Compliance**

All Covered Persons in discharging their duties on behalf of the Company, will comply with the laws, rules and regulations of the location in which Integra is performing business activities and, in particular, with respect to safety and environmental laws, rules and regulations. Where uncertainty or ambiguity exists, competent legal advice must be obtained.

### **5. Vision for Responsible Development**

The Company strives to meet or exceed leading industry practices in line with Canadian and U.S. legislation and international standards in all aspects of the Company's business: social, environmental and economic.

Integra aims to achieve responsible development and a resilient operation through:

- championing the Company's vision for a safe, environmentally and socially responsible corporate culture;
- effective management of our activities to minimize unnecessary impacts on the environment, and the pursuit of opportunities outside of our impact footprint to improve habitat locally;
- support for local employment, procurement, and entrepreneurship; and



- support for the development of infrastructure, healthcare, education, training, and cultural activities in collaboration with the community.

In the conduct of its business, the Company will strive to contribute to a healthier, safer, and more economically robust community in the areas where it operates.

## **6. Health and Safety Policy**

Integra is committed to providing and maintaining a safe and healthy working environment where all employees and contractors conduct themselves in a responsible and safe manner.

The Company is committed to achieving a high standard of Occupational Health and Safety ("OHS") through implementation of all related policies, procedures, standards, continuous improvement of management systems, setting targets, and monitoring performance.

It is the Company's belief that all accidents and injuries are preventable. To foster and maintain a positive health and safety culture the Company will:

- identify and manage the Company's key health and safety risks and establish realistic annual objectives and targets;
- comply with all applicable laws and regulations as well as aim to achieve best practice in OHS that meet international standards;
- integrate management of health and safety strategies into the Company's key business and planning processes;
- provide employees with the training and resources required to minimize the risks of their work activities;
- require that contractors (and their sub-contractors) provide their employees and service providers with the training and resources required to minimize the risks of their work activities;
- encourage and support employees and contractors to promote initiatives to continuously reduce OHS risks associated with the Company's activities;
- provide adequate emergency response resources, emergency exercises, and related training;
- ensure that work / access permit systems are diligently and correctly used by all staff and contractors;
- ensure that all new employees, contractors and their sub-contractors, and visitors are appropriately informed of the Company's OHS policies, procedures and requirements through induction prior to access to the Company's sites;
- achieve and maintain high levels of workplace hygiene at all times;
- communicate and enforce the Company's OHS standards with all contractors;
- ensure that violence and harassment in the workplace are specifically prohibited; and
- review and audit the Company's health and safety management systems and performance.

## **7. Environmental Policy**

Integra acknowledges that long term sustainability of its activity depends on good management in terms of environmental protection.



The Company will:

- integrate environmental considerations into all aspects of the Company's activity;
- establish and maintain a management system that can identify, monitor, control and improve the environmental protection & performance of the Company;
- implement periodic independent evaluation of its environmental performance compared to the Company's objectives and goals;
- ensure compliance with all relevant legislation, guidelines, and standards and observe all the laws and applicable regulations in Canada and the U.S., as well as other obligations that the Company undertakes;
- take due care to prevent, manage, and mitigate the impact of the Company's operations on surrounding habitat, taking particular care to minimize the impact on species of concern (if applicable);
- employ environmental and social management systems to integrate environmental and social criteria into planning, processes, and operational decisions;
- seek to use the best available practices in all of the Company's activities;
- ensure the existence of sufficient financial resources to fulfill all of the Company's environmental obligations and commitments, including rehabilitation and environmental monitoring;
- ensure that all Covered Persons understand the Company's Policy and fulfill their responsibilities for environmental protection;
- promote the efficient use of resources, and implement waste minimization, reuse and recycling practices;
- implement an efficient and transparent communication strategy in order to encourage dialogue with interested and involved parties regarding the environmental aspects of the Company's activities; and
- collaborate with local, national and international institutions and organizations on measures to protect the environment.

## **8. Social Policy**

Integra is committed to responsible mining and responsible development in the communities in which it operates. The Company is focused on building trust and making a positive difference in the communities in which its employees live and work. Integra also acknowledge its responsibility to respect human rights at every level of its operations.

Every effort will be made to make this Policy a reality, embraced by each employee and every contractor working with the Company.

To achieve this, Integra commits to:

- respecting the human rights, cultures, customs and values of the host communities and local Indigenous communities surrounding the Company's projects and operations;
- identifying, assessing, managing and mitigating risks, as necessary, to the Company's host communities;



- identifying and engaging the Company's host communities, local Indigenous communities and other community stakeholders in timely, inclusive, ethical, transparent, open, and culturally-respectful dialogue prior to undertaking significant activities throughout the life of a project;
- implementing meaningful and effective strategies for community engagement;
- emphasizing employment opportunities for the local workforce by the provision of education and training consistent with the needs of the Company;
- facilitating capacity building of local Small and Medium Enterprises (SMEs) for the provision of goods and services to the Company's projects (as applicable);
- integrating human rights considerations into all aspects of the Company's activities;
- seeking to use the best available human rights practices in all the Company's activities and operating jurisdictions; and
- ensuring that all Covered Persons understand the Company's Policy and fulfill their responsibilities for the protection of human rights.

## 9. Alcohol and Drugs Policy

Integra has an obligation to ensure a safe workplace and safe systems of work for people on all the Company's sites. Employees, contractors, and visitors on the Company's sites have an obligation to perform their duties in a manner that provides for their own safety and to comply with policies and procedures put in place by the Company.

A person's Fitness for Work ("FFW") may be compromised as a result of:

- The consumption of alcohol; and/or
- The use of drugs (prescription, non-prescription or illicit).

As permitted by law, testing for use of alcohol and other drugs will be conducted by trained and competent Company employees or external service providers in the following circumstances:

- Post incident (if required);
- For cause (as an investigation tool where an employee or contractor's FFW is questioned);
- Random testing; and
- Follow-up testing of an employee or contractor as a part of a return to work plan.

Any employee should contact the human resources team immediately if they suspect that an employee or contractor's underperformance, misconduct, or illness is a result of alcohol or drug abuse. Every effort will then be made to correct problems through offering support and assistance (including medical advice, if appropriate). However, where such support is not effective, the individual concerned does not follow medical advice, or in cases of gross misconduct, the Company reserves the right to initiate a formal disciplinary procedure, which may lead to dismissal.

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



## COMPLIANCE CERTIFICATE

I acknowledge that I have read, understood and agreed to comply with the Safety, Environmental and Social Responsibility Policy (the "Policy"). I have not violated the provisions of this Policy and am not aware of any violations of the Policy as of the date hereof.

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

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

Name:

Job Title:

