

# Banyan Gold Corporation

## Environmental and Social Responsibility Policy

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This Environmental and Social Responsibility Policy (the “**Policy**”) applies to all employees, officers, directors, agents, consultants and contractors of Banyan Gold Corp. (the “**Banyan**”).

To meet the requirements of the Company’s mission statement and core values, we commit to:

- Comply with all relevant provincial/territorial laws and regulations and/or best practice where the former is lacking.
- Conduct business and operations ethically, with integrity, transparency, and sound systems of corporate governance.
- Create and maintain financial policies and procedures designed to prevent and detect fraud, bribery and corruption as outlined in the Code of Conduct.
- Avoid negative environmental impacts wherever possible and to minimise those impacts which cannot be avoided.
- Use energy and other natural resources, as efficiently as possible.
- Encourage recycling, strive for the highest quality of waste management and avoid the release of substances which are damaging to the environment.
- Respect the right to sufficient, safe, accessible, and affordable water and commit to responsible use and efficient management of water resources.
- Protect and conserve biodiversity, as far as practicably possible, and aim for zero net negative impact where practicable.
- Respect the human rights of all stakeholders and community partners with whom we interact.
- Respect the values, rights, and interests of host First Nations communities.
- Respect and manage the impacts of our activities on cultural heritage.
- Provide an inclusive work environment and implement a corporate culture of respect for all individuals of gender, racial, and ethnic diversity.
- Enforce human rights, equal opportunity and antidiscrimination laws if/when applicable.
- Maximize social and economic benefits and opportunities by working proactively with host governments, communities, contractors, and other stakeholders.
- Help foster a stable, healthy and safe environment in which to live and work.
- Support sustainable development of local communities through educational, health, industry, and other causes.
- Monitor, report on, and continually drive improvements in our social performance.

The Company’s objective is to achieve best practices in environmental and social performance, placing the highest possible value on ethics, social responsibility, and the environment.

*Approved by the Board of Directors on December 8, 2022.*