



OUR SUSTAINABLE DEVELOPMENT POLICY

We are committed to operating safely in an environmentally responsible manner, generating value for our stakeholders and contributing positively to local communities through job creation, economic growth and training opportunities without compromising the ability of future generations to meet their own needs. In addition to our Vision and Values and our Code of Ethical Business Conduct, this Sustainable Development Policy confirms our commitment to:

- respect the people, customs, values and culture of all stakeholders including our employees and the communities where we work;
- value the environment and be responsible stewards;
- build and maintain relationships with all stakeholders;
- comply with our policies, standards, legislation, regulations and agreements;
- conduct our business ethically and transparently;
- regularly measure and report our performance; and
- identify, assess and prevent or mitigate risk.

OUR PEOPLE

TMAC is committed to providing a safe, inclusive culture founded on respect. We:

- enforce zero tolerance for harassment, discrimination and violence;
- provide equal opportunity for all employees;
- value gender and other types of diversity and foster understanding, cultural awareness and inter-cultural dialogue;
- enforce an alcohol and drug free workplace;
- provide equitable and competitive compensation;
- engage our people with employment, development and training that they value; and
- contribute to increasing human capital where we operate.

OUR ENVIRONMENT

TMAC is committed to minimizing the effects of our activities on the environment. We:

- utilize Inuit traditional ecological knowledge in our environmental management;
- engineer infrastructure and activities to minimize our footprint on land, freshwater and marine environments;
- strive towards efficient natural resource use and pollution prevention, through responsible water and waste management practices;
- ensure responsible tailings management practices; and
- protect ecological integrity for wildlife and people by ensuring local knowledge is integrated into the management of our activities and projects.

HEALTH AND SAFETY

TMAC is focused on ensuring the health, safety and well-being of all employees, contractors, visitors and local communities. We:

- provide safety training and education to ensure we have a capable and resilient work force;
- promote healthy work practices, work organization and a culture of health and wellbeing in the workplace and in local and Inuit communities;
- participate in emergency response training to protect the health and safety of our work force, visitors and local and Inuit communities; and
- maintain occupational health programs and emergency preparedness.

OUR CONTRIBUTION

TMAC is committed to generating economic benefits and supporting social development for current and future generations. We:

- invest in local and Inuit communities through meaningful employment and the sourcing of services;
- make payments in various forms, including royalties and taxes, which may be used to help fund community needs such as healthcare, food insecurity, education and training; and
- provide a community complaints procedure to promptly and effectively address community concerns related to our activities and operations.