

**FISSION URANIUM CORP.**  
**HEALTH, SAFETY, ENVIRONMENT AND COMMUNITY POLICY**

Effective Date: July 12, 2023

Fission Uranium Corp.'s ("**Fission**" or the "**Corporation**") Health, Safety, Environment and Community Policy (this "**Policy**") has been established to clearly communicate the Corporation's expectations for employees, directors, consultants and contractors providing services for or on behalf of the Corporation.

The ESG Committee (the "**ESG Committee**") of the Board of Directors (the "**Board**") of the Corporation shall assist the Board in its oversight of this Policy including:

- a) the risks, challenges and opportunities to the Corporation's business associated with health (both physical and mental), safety, environmental and community matters;
- b) the Corporation's sustainability conduct, including health, safety, environmental and community policies and programs, and performance in such areas;
- c) the Corporation's compliance with the applicable legal and regulatory requirements associated with health, safety, environmental and community matters; and
- d) the Corporation's external reporting in relation to health, safety, environmental and community matters.

This Policy supplements the standard of conduct described in the Corporation's other policies, including the Code of Business Conduct and Ethics and the Anti-Bribery and Anti-Corruption Policy, as well as site-specific orientation and induction requirements. The policies are reviewed regularly and updated as required.

This Policy is a component of the flexible governance framework within which the Board, assisted by its committees, oversees the affairs of the Corporation. While this Policy should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Corporation's constituting documents, it is not intended to establish any legally binding obligations on the Corporation, or limit or diminish any rights or remedies of the Corporation.

## **1. Health and Safety**

Fission is committed to the health, safety, wellbeing and welfare of our employees, directors, consultants and contractors (collectively, "**team members**"), as well as the safety and well-being of their families and the communities in which we work. All team members will take responsibility for their personal safety and for the safety of others working around them. Fission is committed to working towards a culture of zero harm.

**To achieve our health and safety commitments, Fission will:**

- Provide team members with the necessary training, guidance, direction and knowledge to safely perform their tasks; and maintain records of the training.

- Institute, document and maintain a health and safety management system, applying proven management practices, to prevent personal harm, mitigate impacts and foster a culture of proactive safety management and open communication.
- Empower team members through regular engagement to promote behavioural safety as a core organizational value and to restate that their skills and competence are essential for their safety and the safety of others.
- Require that each site has an emergency response procedure, and that such procedures are regularly maintained and tested to minimize the impacts of unforeseen events.
- Provide access to first aid facilities and services, and obligate team members to wear personal protective equipment when required.
- Support and encourage the efforts of team members to gain the knowledge and skills to promote a safe and healthy life beyond the workplace.
- Identify, eliminate, isolate and/or mitigate health and safety risks and hazards that could result in incidents or injuries.
- Identify, eliminate, isolate and/or mitigate psychological risks and hazards in the workplace.
- Encourage and foster open communication and reporting of hazards, near-miss or potential incidents, while supporting team members in the timely resolution of unsafe conditions.
- Continuously seek improvements in policies and procedures to further lower risk and eliminate hazards through team member communication and feedback, motivation, reward and recognition; health and safety system reviews; and the incorporation of new technology, techniques and processes.
- Conduct periodic monitoring and audits to evaluate compliance with this policy, applicable health and safety laws and regulations, standards, and permit and license conditions.

## **2. Environmental**

Fission is committed to wise environmental stewardship. Fission's employees care about protecting the environment for future generations while providing for safe, responsible and profitable projects by developing natural resources for the benefit of our stakeholders.

### **To achieve our environmental commitments, Fission will:**

- Fully comply with applicable environmental laws, regulations and other environmental obligations.
- Institute, document and maintain an environmental management system, applying proven management practices, to prevent pollution, mitigate impacts and foster a culture of environmental stewardship.

- Communicate our commitment to excellence in environmental performance with our employees, directors, consultants, contractors and communities in which we operate.
- Strive to minimize releases to the air, land or water, and establish appropriate treatment and disposal processes for waste, including tailings and mineral waste.
- Promote the efficient use of energy and material resources to minimize consumption and waste generation, prevent pollution and reduce emissions.
- Strive to protect water sources, reduce water use and recycle or reuse water wherever possible.
- Allocate the necessary resources to meet our reclamation and environmental obligations.
- Monitor performance and report progress to our stakeholders on a timely basis.
- Continuously seek improvements in policies and procedures to further lower risk through team member communication and feedback, motivation, reward and recognition; environmental system reviews; and the incorporation of new technology, techniques and processes.
- Engage openly and transparently with interested parties to develop a mutual understanding of environmental issues, needs and expectations.
- Conduct periodic monitoring and audits to evaluate compliance with this policy, applicable environmental laws and regulations, standards, and permit and license conditions.

### **3. Community**

Fission is committed to building trust and respect, being mindful of our stakeholders' concerns, and making a positive difference in the communities in which we live and work.

#### **To achieve our commitments of social responsibility in the community, Fission will:**

- Identify and engage our communities of interest in inclusive, transparent and culturally respectful dialogue before undertaking significant activities throughout the life of a project.
- Establish formal grievance and dispute resolution mechanisms as part of our overall community engagement process.
- Monitor, continuously improve and report on the performance and effectiveness of our activities related to corporate social responsibility.
- Monitor, continuously improve and report on the Corporation's conduct and performance including challenges in the prevention and mitigation of human rights matters.
- Implement meaningful and effective strategies for community engagement.
- Facilitate opportunities for community or individual growth.

- Encourage a culture of safety among our stakeholders and local communities.
- Respect the social, economic and cultural rights of local people, including Indigenous Peoples, and build cultural awareness across all of our projects and operations.
- Engage through meaningful dialogue and cooperation with Indigenous communities by seeking to fully inform and receive input on the likely impacts and opportunities arising from the Corporation's activities, including during social and environmental impact assessments of new projects.
- Support local and regional development in the areas of our operations and projects through training and employment; and support sustainable development initiatives that benefit communities where we operate.
- Continuously seek improvements in policies, programs and initiatives to minimize social risk through team member development and ongoing community engagement processes.
- Adhere to applicable laws and regulations of the countries and regions in which we conduct our business, including those relating to human rights, and operate in a manner consistent with industry best practices.

#### **4. Compliance**

This Policy is to be adopted by Fission's workforce which includes employees, directors, consultants and contractors. By fulfilling the commitments in this Policy, such workforce will share in the benefits of a safe workplace and contribute to an organization that is environmentally and socially sustainable.