

NORTHISLE COPPER AND GOLD INC.

Health and Safety Policy

This Health and Safety Policy reflects Northisle Copper and Gold Inc.'s (the "**Corporation**") commitment to protect the health and safety of its employees, contractors and visitors.

The Corporation is committed to:

- fostering a culture of safety first
- prevention of fatalities, injuries and illnesses
- establishing occupational health and hygiene measures
- striving to continually improve its safety performance
- compliance with all relevant legislation and regulations

The safety and health commitments set out in this Policy is to be followed by the directors, officers, employees and contractors ("**Representatives**") of the Corporation. References to the "Corporation" herein refer collectively to Northisle Copper and Gold Inc. and all of its subsidiaries.

To meet its Health and Safety commitments, the Corporation shall:

- Comply with all applicable legislation and regulations that govern occupational health and safety; in the absence (or lack) of appropriate legislation, industry best practices and standards will be used.
- Establish and maintain an Occupational Health and Safety (OH&S) management system that facilitates a structured approach to mitigate health and safety risks.
- Provide the leadership and resources required to ensure the effectiveness and sustainability of the OH&S management system.
- Promote a safety culture that encourages people to proactively manage health and safety risks through education, instruction and training.

In carrying out this Policy, the Corporation will:

- Eliminate or control all serious hazards (hazards that will cause or are likely to cause death or serious physical harm) through a hierarchy of controls.
- Clearly define and communicate to employees, contractors, visitors, and suppliers their responsibilities with respect to OH&S.
- Maintain plant, equipment and all infrastructure in a safe condition with documented safe work procedures, practices and record management systems.
- Ensure the participation and consultation of workers and contractors in the decision-making process for OH&S matters.
- Routinely monitor and review the OH&S management systems and set performance objectives at all levels and functions to ensure continuous improvement.

APPROVED BY THE BOARD OF DIRECTORS EFFECTIVE AS OF MAY 11, 2021.