



**Northisle Copper and Gold Inc.**  
Environmental, Social and Governance Report 2023



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# About this Report

This is NorthIsle’s second Environmental, Social, and Governance (ESG) Report, prepared in accordance with the following guidelines:

- **CDP** - Carbon Disclosure Project
- **GRI** - Global Reporting Initiative Core
- **GRI MM Supplement** - Mining and Metals
- **ICMM** - The International Council on Mining and Metals
- **IFRS-1** - First-time adoption of International Financial Reporting Standards
- **IFRS 2** - Share-based Payment
- **SASB** - Sustainability Accounting Standards Board

## Disclosure Statement

This report provides an overview of NorthIsle’s sustainability efforts and performance for the fiscal year ending on December 31st, 2023. The data and information presented in this report are based on the company’s internal records, systems, and processes, as well as third-party sources where applicable, and has an effective date of December 31st, 2024.

While every effort has been made to ensure the accuracy and reliability of the data presented, certain information is based on estimates, projections, or assumptions that may evolve over time. Additionally, some data may be subject to revision as further information becomes available. The metrics and disclosures in this report have been verified internally, but external assurance or third-party verification may be sought in future reports to enhance transparency and accuracy.

This report includes both qualitative and quantitative information to provide a comprehensive view of our sustainability goals and progress. We recognize that the ESG landscape is continually evolving, and as such, our reporting practices and focus areas may adapt in future reports to stay aligned with emerging best practices and requirements.

For any inquiries or feedback regarding this report, please contact [info@northisle.ca](mailto:info@northisle.ca).

**Audit Status:** Self-Declared





# About Northisle and the North Island Project

Introduction

Environmental

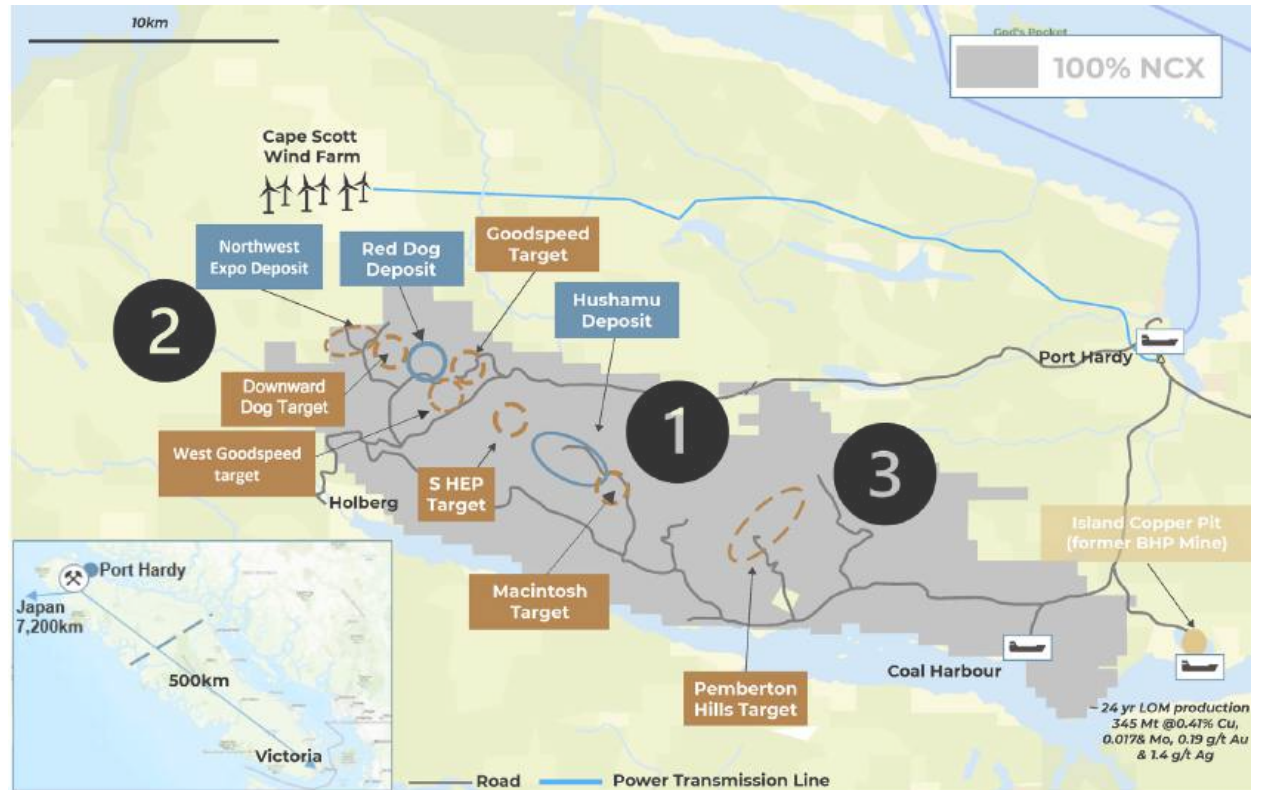
Social

Governance

Northisle is a Vancouver-based exploration company dedicated to becoming a leader in sustainable mineral development in Canada. Our flagship asset, the North Island Project (Project), represents one of the most promising copper and gold porphyry deposits in the country.

The Project spans over 34,000 hectares of mineral claims, which are 100% owned by Northisle, and is situated in a region rich with both historical mining activity and ongoing exploration potential. Located near Port Hardy on Vancouver Island, British Columbia, the Project benefits from its proximity to critical pre-existing infrastructure, including a marine load-out facility, a hydroelectric powerline as well as established logging roads that provide direct access into the project areas. One of British Columbia's largest wind farm complexes is also located nearby, with a powerline connecting it to the provincial grid, providing another potential source for renewable energy.

In 2021, Northisle completed an updated Preliminary Economic Assessment (PEA) for the North Island Project, which provided a comprehensive outlook on the Project's exciting potential. The company has since updated the resource estimate on the Project, and is working towards completing an updated PEA in early 2025.



As Canada progresses with its Critical Minerals Strategy, our focus on sustainability positions us for long-term success and value creation. To address the global challenge of building a low-carbon future, we recognize the critical role copper plays in advancing renewable energy solutions. Copper is an essential component in electric vehicles, solar panels, wind turbines,

and energy storage systems—all of which are vital for transitioning to sustainable energy. Through responsible exploration of the North Island Project, our goal is to support the growth of these clean technologies over the long-term, contributing to a reduction in global carbon emissions and advancing the shift toward a more sustainable and resilient energy infrastructure.



# Letter from the CEO

**I am pleased to share our second annual Environmental, Social, and Governance (ESG) Report, which underscores our ongoing commitment to responsible mineral exploration and business practices. This year's report highlights our continued dedication to environmental stewardship, health and safety, and the cultivation of strong relationships with First Nations communities and other key partners.**

One of our proudest accomplishments in 2023 was securing mineral exploration permits in just over 3 months — well ahead of the typical timeline which can take up to a year or more in British Columbia. This feat is a result of our consent-based approach and continuous efforts to build strong, mutually beneficial relationships with First Nations partners, while also collaborating closely with provincial and federal government agencies. Furthermore, it highlights that this strategy is not only the right choice but also a smart business move.

We understand that effective partnerships are built on respect and trust. This is why we continue to invest in fostering these relationships, seeing them as foundational not only to our Project but also to the long-term success of all parties involved. Our goal is to create a future where Indigenous communities, stakeholders, and our company all thrive together, benefiting from the opportunities we are creating today and in the future.

Achieving this vision requires a commitment to ongoing improvement in how we communicate, engage, and collaborate. We deeply appreciate the support of the local communities where we operate, as well as our shareholders, employees, and contractors. These contributions and invaluable input strengthen our ability to identify opportunities and overcome challenges.

Guided by our core values of sustainability and partnership, our ESG efforts will continue to focus on doing things the right way and creating value for all parties. We remain focused on maintaining open, transparent dialogue, and adapting our approach as we grow, ensuring that we continue to align on shared goals and paving the way for a more inclusive and sustainable future.

We look forward to continuing this journey, building on our successes, learning from our experiences, and strengthening our partnerships.

Sincerely,

**Sam Lee**  
CEO, NorthIsle





# Environmental

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## Compliance

**0**

Total number of significant instances of non-compliance with laws and regulations during the reporting period

**0**

Number of instances for which fines were incurred

**0**

Number of instances for which non-monetary sanctions were incurred

## Greenhouse Gas (GHG) Emission

**241**

Gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO<sub>2</sub>-e)

**1**

Gross global Scope 2 greenhouse gas (GHG) emissions to the atmosphere (tonne CO<sub>2</sub>-e)

\*NorthIsle estimated its GHG emissions based on a calculation of exploration activities conducted in 2023, including the consumption of diesel/fuel from drills, helicopters, trucks, and equipment.

## Environmental Stewardship

At NorthIsle, we are committed to environmental stewardship, making responsible mineral exploration central to our operations. Our approach includes implementing measures to minimize our environmental footprint through proactive, sustainable practices, and continuous improvement. Whenever feasible, we prioritize utilizing pre-disturbed areas to reduce the impact on the land. We are dedicated to meeting and exceeding regulatory requirements while maintaining transparency and accountability in our environmental practices.

**As part of our reclamation efforts, we planted 250 tree saplings in 2023 at our exploration site to support ecosystem recovery and biodiversity. This initiative demonstrates our dedication to not only mitigating the impact of our operations but also contributing positively to the surrounding environment.**

## Energy Management

**3,666**

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity)

\*Calculations for total energy consumed were based on total fuel consumption and electricity usage during the reporting period.







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## Water Management

As per NorthIsle’s Environment Policy, comprehensive measures to minimize water use and to control run-off from our activities have been implemented.

We also undertake a surface water quality monitoring program during our operations. This proactive approach allows us to understand existing conditions, enabling us to manage potential risks while advancing our exploration activities. Our focus is on handling the resource responsibly, balancing operational needs with environmental protection, and ensuring transparency in our efforts to minimize potential harm.

 **11**

Amount of water that was withdrawn from freshwater sources (in thousands of cubic meters)

\*Water used at the North Island Project is primarily used for exploratory drilling. As part of NorthIsle’s water management practices, water is recycled and returned to the receiving environment (i.e., water ‘use’ is temporary and net neutral on the landscape)

 **0**

Total number of non-compliance incidents, including violations of technology-based standards and exceedances of quality-based standards





# Social Performance

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## Engagement and Partnerships

At NorthIsle, we respectfully acknowledge that our operations take place on lands that are, and have always been, the traditional territories of Indigenous peoples. We understand the importance of building strong, collaborative relationships with the First Nations in the regions where we operate, and we are dedicated to working together in a manner that reflects mutual respect and understanding. Additionally, we prioritize inclusivity and diversity within our workforce, while encouraging professional development and fostering cultural awareness at all levels of the organization. Through these efforts, we aim to create a foundation for long-term partnerships that benefit both our business and the communities we engage with.

A key achievement of this approach in 2023 was the signing of an agreement with Tlatlaskikwala First Nation, marking another important milestone following our 2022 agreement with Quatsino First Nation. These agreements provide frameworks for meaningful engagement, capacity building, and the creation of economic opportunities. By fostering these partnerships, we aim to deliver tangible benefits, such as employment, training, contracting, capacity funding, and benefits sharing opportunities.

Furthermore, we facilitated over 30 separate engagements with local First Nations, including

site visits and meetings, to discuss program plans, share updates, address questions, and directly observe our operations and reclamation work. Through our proactive and ongoing engagement initiatives, we aim to work together, maintain open lines of communication, build trust with First Nations, and ensure that they remain informed and involved in our Project at every stage.

In addition to our collaboration with First Nations, we are invested in building relationships within the broader local community. Our involvement as a sponsor of Port Hardy’s annual Fishing, Logging, and Mining festival exemplifies our commitment to celebrating and supporting local traditions and businesses. This strong community connection is reflected in the enthusiasm we encounter - North Island Residents continue to show their strong support for the Project in multiple avenues.



Percentage of inferred, indicated, and measured resources situated in or near areas recognized as indigenous peoples’ land



Percentage of Indigenous employees



Total percentage of employees from the local communities



Amount of money contributed to the local economy through direct and indirect contracts and exploration agreement payments in 2023



# Social Performance

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## Scale of Organization



Number of operations

## Labour Demographics & Employment



Total number of direct employees  
(exclude contractors)



Total percentage of female employees



Percentage of employees from  
minority or vulnerable groups



Percentage of the Board of Directors that  
are from minority or vulnerable groups



### NorthIsle Human Rights Procedures

NorthIsle complies with all provincial labour laws in British Columbia, which are designed to follow international labour standards such as those set out in the International Labour Organization (ILO).





# Social Performance

## Occupational Health and Safety

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### Site Shutdowns and Project Delays

**0** Total number of site shutdowns or project delays due to non-technical factors

At NorthIsle, the health, safety, and well-being of our workforce and the communities where we operate are our highest priorities. We are committed to maintaining a strong safety culture by continuously reinforcing our health and safety policy and ensuring all employees understand their roles in upholding these standards.

NorthIsle conducts frequent safety meetings for site crews to identify various work-related hazards and determine appropriate controls to mitigate risks.

Our Mine Emergency Response Plan is regularly reviewed and updated to align with industry best practices and local regulations. It covers a wide range of potential hazards, including those related to drilling operations, mobile equipment, adverse weather conditions, and environmental risks. We are dedicated to equipping our teams with the knowledge and resources needed to respond effectively to any situation, ensuring that health and safety remain integral to every aspect of our operations.

### Injuries - For workers who are employees:

**0**

Lost Time Injuries Frequency Rate

**0**

Rate of fatalities resulting from work-related injuries

**0**

Rate of high-consequence work-related injuries (excluding fatalities)

**0**

Total rate of recordable work-related injuries

**23**

Average hours of health, safety, and emergency response training per full-time employees



# Governance

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Good governance is the cornerstone of our operations. We are committed to maintaining a transparent, ethical, and accountable governance structure that prioritizes long-term value creation, risk management, and sustainable growth. We adhere to the highest standards of corporate governance, regularly reviewing our policies and practices to ensure they align with evolving best practices, regulatory requirements, and societal expectations.

**The Company’s Board of Directors is comprised of five members, and the following three committees:**

- Audit Committee
- Corporate Governance, Compensation and Nominating
- Technical and Sustainability Committee

## Board Composition

The Board consists of both independent and non-independent directors. The independent members—Dale Corman, Martino De Ciccio, Kevin O’Kane, and Keena Hicken-Gaberria—are free from any material relationships that could affect their ability to act in the best interests of the Company. Sam Lee, CEO, is the only non-independent director, due to his executive role.



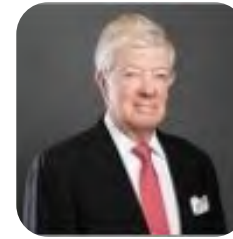
**Sam Lee**  
Non-independent member



**Martino De Ciccio**  
Independent member



**Kevin O’Kane**  
Independent member



**Dale Corman**  
Independent member



**Keena Hicken-Gaberria**  
Independent member

Our Board of Directors play a critical role in overseeing the company’s strategy, performance, and ethical conduct. Their primary responsibilities include setting long-term business objectives, monitoring financial and operational outcomes, managing risks, and advancing governance frameworks. In 2023, they held regular meetings to maintain independent supervision over the Company’s activities.

The Corporate Governance, Compensation, and Nominating Committee ensures that Board members possess the necessary skills and independence, while the Technical and Sustainability Committee focuses on monitoring exploration, sustainability, and corporate social responsibility activities.

Board members are encouraged to stay current with industry trends and receive ongoing education to fulfill their responsibilities effectively. An annual self-evaluation process further strengthens our commitment to continuous improvement in governance practices.





# Governance

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## Ethics & Integrity

### Ethics Standards & Anti-Corruption

Total number of significant instances of non-compliance with laws and regulations that occurred during the report period:	0
The total number of Whistleblower reports received in 2023:	0
Total percentage of governance body members that have received training on anti-corruption:	100%
Total percentage of direct employees that received training on anti-corruption:	100%

The Board expects management to operate with the highest level of integrity. A Code of Conduct has been adopted, and the Board ensures compliance with conflict-of-interest provisions in Canadian corporate law to maintain independent judgment in transactions and agreements.



## Remuneration

The independent members of NorthIsle’s Board are responsible for establishing a framework for management compensation, which includes determining the remuneration package for the Chief Executive Officer (CEO). The independent directors also review and confirm the compensation packages for other senior management members, as recommended by the CEO.

To ensure the appropriateness and competitiveness of its compensation practices, NorthIsle periodically engages independent remuneration consultants. While the company does not currently hold a “say on pay” vote, the Compensation, Governance, and Nominating Committee has received more than 99% support in each of the last two annual general meetings (AGMs), and the Company’s stock option plan has been renewed annually by over 98% of shareholders during the same period.





## Northisle

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