



# SOCIAL AND COMMUNITY POLICY

Dated July 15, 2024

## TABLE OF CONTENTS

I.	INTRODUCTION .....	1
II.	SCOPE.....	1
III.	TRAINING AND EMPLOYMENT .....	1
IV.	BUSINESS OPPORTUNITIES.....	3
V.	SUPERVISORY TECHNICAL COMMITTEE .....	3
VI.	REVIEW.....	4
VII.	EFFECTIVE DATE .....	4

---

**I. INTRODUCTION**

---

The board of directors (the “**Board**”) of G Mining Ventures Corp. (“**GMIN**” or the “**Corporation**”) has adopted this social and community policy (this “**Policy**”) to affirm and document its commitment to ensuring that it remains close to the communities in which it operates (the “**Communities**”), and in which its personnel lives and work.

The objectives of this Policy include:

- providing for the establishment and maintenance of a long-term working relationship between the Communities and GMIN based on mutual trust and respect;
- providing for a framework through which communication and cooperation can take place effectively between GMIN and the Communities;
- providing for training, employment and business opportunities for the Communities;
- maintaining a constructive and respectful relationship with the Communities and providing specific measures for their benefit, including training, employment and business opportunities;
- providing for the social acceptability of GMIN’s mineral properties by the Communities and ensuring that such acceptability is maintained throughout the development, construction and commercial operation of GMIN’s mineral properties;
- fostering the development and commercial operation of GMIN’s mineral properties in a safe, efficient, and successful manner; and
- providing for the proper implementation of this Policy through the creation of the technical committees for each of GMIN’s mineral properties and using a mutually beneficial, solution-oriented, and non-punitive approach for the implementation thereof.

---

**II. SCOPE**

---

This Policy applies to GMIN and all of its current and future subsidiaries, and for the purposes hereof, references to the Corporation or GMIN are deemed to include references to each of the foregoing.

---

**III. TRAINING AND EMPLOYMENT**

---

This Policy aims to develop a qualified workforce and to promote the employment, integration, advancement, and retention of employees from Communities in all the business units of GMIN’s mineral properties. To achieve this purpose, GMIN shall:

- establish a training and employment policy with respect to each of its mineral properties. In particular, the Corporation will seek to establish non-binding short-term and long-term Community employment objectives to achieve a workforce at its mineral properties;
- establish a labour recruitment procedure to ensure members of the Communities receive preferential consideration for the range of skilled, semi-skilled and unskilled jobs that will be available during the construction and operation phases of GMIN's mineral properties;
- provide adequate training programs and measures and monitor their implementation to facilitate the successful recruitment of employees from the Communities and their advancement and retention in all business units of GMIN's mineral properties;
- perform an initial survey of the number of employees from the Communities to visualize GMIN's commitment to recruiting locally, such survey to be conducted subsequently on monthly basis;
- as applicable, offer pre-employment training for all residents (i.e., men, women, young adults, adults, unskilled and semi-skilled) and, to the extent required, provide training for:
  - general mining familiarization;
  - health, safety and security practices;
  - worker accountability for tardiness, task completion, communication, *etc.*;
  - navigating leave requests, insurance coverage, payroll, *etc.*;
  - completing applications; and
  - financial management;
- establish and maintain a Communities human resources database to register requests for employment made by verified members of the applicable Community, which shall include:
  - the name of candidates;
  - the applicable Community;
  - the candidate's contact information;
  - the candidate's education level;
  - the candidate's current skill set;

- the candidate's potential department matches;
- the candidate's availability; and
- the candidate's engagement history (e.g., contact attempts, interviews, job offers, etc.);
- and shall contribute pre-determined amounts to a training fund for the purpose of supporting training programs, particularly programs related to the mining industry in general and for GMIN's mineral properties.

#### **IV. BUSINESS OPPORTUNITIES**

---

This Policy aims to provide opportunities to businesses established in the Communities and to encourage and facilitate the development of new local businesses in the context of GMIN's mineral properties. To achieve this purpose, GMIN will:

- provide, on an annual basis, to the applicable technical committee, a list of the contracts planned for the following year. This list will outline the nature of the goods and services to be supplied, the estimated duration, the planned commencement date, the nature of the contract and GMIN's plan regarding the awarding process (either through a competitive tendering process, priority negotiations with a qualified enterprise from the Communities or direct negotiations with a qualified enterprise). Such list will be reviewed by the applicable technical committee and can be adjusted in due course;
- obtain, on an annual basis, the list of local businesses from local business associations to support GMIN's procurement process; and
- contribute pre-determined amounts annually to the applicable business development fund for the purpose of supporting the development of local businesses.

#### **V. SUPERVISORY TECHNICAL COMMITTEE**

---

This Policy promotes the creation of a technical committee for each of GMIN's mineral properties for the purposes of providing a framework to implement this Policy efficiently and cooperatively in accordance with its terms.

The main functions of the applicable technical committee will be:

- to oversee the implementation of this Policy in an efficient, solution-oriented, timely and cooperative manner;

- to serve as the principal forum for communications between the Communities and GMIN with respect to the implementation of this Policy;
- to provide reports to GMIN on the implementation of the Policy; and
- to monitor and report on the impact of the applicable mineral property and its operations in the applicable Community.

The applicable technical committee shall meet at least once per calendar quarter and will:

- prioritize the contracting of an agreed-upon percentage of local and/or regional labour, presenting evidence of compliance or justification if this is not possible;
- provide GMIN, on an annual basis, with an overview of activities carried out during the previous year and planned activities for the upcoming year with respect to the applicable mineral property; and
- develop a communications plan, including an action plan, which may include various means of communications, such as newsletters, community meetings and radio interviews and bulletins.

The applicable technical committee may establish, and dissolve as appropriate, sub-committees as may be required from time to time for specific purposes under this Policy; all such sub-committees will report to the applicable technical committee.

## **VI. REVIEW**

---

On an as-needed basis, the environment, social & governance committee of the Board shall (i) review this Policy, including by assessing its effectiveness, and recommend any changes to this Policy to the Board; and (ii) monitor the implementation of this Policy. The Board may also amend this Policy, as required.

## **VII. EFFECTIVE DATE**

---

This Policy was adopted by the Board on July 15, 2024.