



## SUPPLIER STANDARDS OF CONDUCT

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Imperial Metals Corporation, and its subsidiaries (collectively, the "Company" or "Imperial"), are dedicated to upholding the highest standards of professional and ethical conduct from our suppliers. The Company believes in working with suppliers who share our commitment to sustainability. In line with the Company's policies, we have outlined a set of minimum standards of conduct for our suppliers. These standards reflect our values of safe and sustainable mining practices and effective corporate governance. For the purpose of these standards, a "Supplier" refers to any third-party individual or entity that provides goods and/or services to Imperial, its subsidiaries, or affiliates. In addition to complying with applicable laws, regulations, and contractual obligations in the countries where they operate, all suppliers to Imperial must read and accept the following conditions of dealing with the Company by completing and signing the Acceptance of Conditions attached as Schedule "A" hereto:

### Health and Safety Culture

- Establish and maintain standards, procedures, and management controls to ensure compliance with applicable health and safety regulations and laws at all times.
- Encourage employees to actively participate in improving their health and safety.

### Human Rights

- Support and respect the protection of defined and recognized human rights as outlined in the Canadian Human Rights Act, and the Canadian Charter of Rights and Freedoms.
- Ensure they are not complicit in human rights abuses by knowingly providing practical assistance, encouragement or moral support that contributes to the abuse.

### Labour Standards

- Uphold the rights of employees as outlined in the Labour Relations Code, and Employment Standards Act and Regulation of British Columbia.
- Support the elimination of discrimination and harassment in the workplace.

### Environment

- Establish and maintain environmental standards, procedures, and management controls to ensure compliance with the environmental standards and management approaches instituted by our province.
- Encourage the development and use of technologies that protect the environment, reduce pollution, and promote sustainable resource management and the responsible use of natural resources.
- Increase recycling of waste and products and continuously improve waste management practices.

### Business Conduct and Ethics

- Not engage in any form of corrupt activity.
- Adopt policies and procedures that require compliance with applicable anti-corruption laws and promote anti-corruption compliance practices.
- Ensure compliance with anti-money laundering or anti-terrorism financing laws or regulations.
- Conduct business in compliance with applicable laws and a manner consistent with the Company's Code of Business Conduct and Ethics.

### On-site Activities

- In addition to complying with these standards, suppliers must also adhere to applicable the Company's policies and procedures while on location at the Company's properties. These policies and procedures include, but are not limited to those related to the environment, health and safety, and social standards, as defined in their contract. The Company ensures that suppliers handling personal information also adhere to this Supplier Standards of Conduct.

Imperial may periodically review suppliers' adherence to these standards by conducting audits. This document will be provided to suppliers along with their contract.

## **SCHEDULE "A"**

### **Acceptance of Supplier Standards of Conduct of Imperial Metals Corporation**

The undersigned hereby certifies that they have read and understands the Company's Supplier Standards of Conduct, a copy of which is attached hereto, and agrees to comply with same.

Date: \_\_\_\_\_ Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_