



HSEC Policy

Health, Safety, Environment and Community

The present health and safety, environment, and community policy (“HSEC Policy”) establishes Aya Gold & Silver’s (“AYA”) engagement to the health and safety of our workers, the environment, and local communities. It is applicable to all aspects of exploration, project development, mining, and closure and rehabilitation of mine sites.

The HSEC Policy applies to AYA and all its subsidiaries. All members of the board of directors, executive management, employees, contractors or subcontractors of AYA are responsible for taking the necessary measures to respect the commitments set out below.

AYA is responsible for providing a healthy and safe work environment for workers and visitors. AYA is committed to ensuring that managers and supervisors demonstrate exemplary leadership in this regard, and to communicate this HSEC policy to all its employees and subcontractors.

At AYA we are committed to:

GUIDING PRINCIPLES	<ul style="list-style-type: none">➤ Comply with all laws and regulations in force in the countries where we operate;➤ Design, build, operate, close, and rehabilitate our facilities in compliance with the applicable rules and the commitments we have made;➤ Implement an environmental and social management system (ESMS) in order to identify, reduce or mitigate to the extent desired, risks in terms of sustainable development. This ESMS will include objectives, review and corrective actions allowing continuous improvement;➤ Strengthen skills through experience, training, and education, and provide the necessary resources to ensure the proper execution of the ESMS;➤ Promote the participation and consultation of employees and their representatives so that they commit to HSEC issues through responsible behavior and the identification and elimination of risks;➤ Measure our HSEC performance through an annual internal audit and communicate the results in the annual sustainability report.
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HEALTH & SAFETY	<ul style="list-style-type: none"> ➤ Set health and safety as a top priority for our employees, service providers and communities at all of our sites of operation; ➤ Establish and maintain a work environment conducive to health and safety by preventing, eliminating and reducing occupational health and safety hazards and risks; ➤ Provide grievance mechanisms and encourage our employees and contractors to exercise their right to refuse unsafe work; ➤ Communicate the company's health and safety principles and procedures to employees and contractors.
ENVIRONMENT	<ul style="list-style-type: none"> ➤ Value and promote the efficient use of natural resources in order to reduce consumption and waste, reduce our carbon footprint and protect the environment; ➤ Integrate the management of risks and opportunities due to climate change; ➤ Promote the integrated management of water resources, in order to protect water sources, reduce consumption, recycle and reuse water as far as possible; ➤ Develop the principles and procedures necessary to mitigate or even reduce environmental impacts, including during the closure and rehabilitation phase of the sites where we operate; ➤ Communicate transparently with stakeholders interested in and affected by our activities, while respecting local cultures, values and traditions.
SOCIAL	<ul style="list-style-type: none"> ➤ Maintain transparent and respectful relationships with all of our stakeholders; ➤ Commit to the sustainable socio-economic development of our neighboring communities; ➤ Work with local stakeholders through partnerships to understand community needs and priorities, develop goals and plans, strengthen institutions and implement projects that drive positive socio-economic change; ➤ Prioritize local employment and local procurement; ➤ Where economic or physical displacement cannot be avoided, adhere to IFC Performance Standard 5, including formal consultation throughout the process and seeking to improve the situation of households and communities; ➤ Avoid or minimize cultural heritage impacts through assessments and the implementation of our chance finds procedures.



Training and Communication:

AYA uses awareness and training programs for all employees, management and board members, to ensure that our stakeholders understand and actively support this policy and its expectations. We include this Policy in our Environment, Social and Governance training. We maintain an up-to-date copy of this policy on the AYA website, making it available to all stakeholders.

Reporting Violations

The Company has implemented a Whistleblower Policy to allow confidential reporting of activities that may violate any of its policies. Individuals wishing to make a complaint, anonymously or not, can follow the procedure for reporting a concern available on the AYA website and write to the following address: whistleblowing@ayagoldsilver.com

A copy of the company's Whistleblower Policy is available on the Governance webpage at <https://ayagoldsilver.com/corporate-governance/>. Anyone who raises genuine concerns will not be subject to retaliation or disciplinary action.

Questions

Any questions regarding this policy should be addressed to the Vice President of Operations or the Corporate Secretary.

Modification of This Policy

AYA reserves the right, in its sole discretion, to modify this policy at any time if it deems it necessary.

This Environmental Policy was approved by the Board on May 11, 2023.

Executed

Benoit La Salle,
Président Directeur Général
15 mai 2023