

Environment Policy

Aya Gold & Silver Inc., its subsidiaries and affiliates (collectively, the "Company" or "Aya") believes that sustainability is fundamental to the success of its business. The present Environment Policy (the "Policy") establishes Aya's engagement to the environment, including water stewardship, biodiversity, waste management, and climate change. Under Aya's supervision, this Policy is applicable to all of Aya's employees, contractors, and subcontractors, and across the life cycle of mining operations, including exploration, construction, operations, closure and rehabilitation.

All employees, officers, directors, contractors, subcontractors, vendors, and service providers of Aya are expected to adhere to this Policy and are responsible for taking the necessary measures to respect the commitments set out below.

Aya is committed to:

- Demonstrating leadership and commitment to the development, implementation, review and continuous improvement of an Environmental Management System ("EMS") aligned with ISO 14001 across operations.
- Complying with all applicable laws, regulations, and relevant industry standards relating to the environment.
- Establishing processes to identify, assess, and control environmental impacts, risks and opportunities necessary to avoid, reduce or mitigate environmental impacts, including during the closure and rehabilitation phases of the sites where we operate.
- Providing training to employees to ensure they understand the environmental impacts of their work activities.
- Setting measurable targets and prioritize and implement preventive measures that define clear responsibilities, allocate appropriate resources and establish timelines to reduce environmental impacts and manage identified risks.
- Implementing corrective actions to address non-conformities and prevent their recurrence.
- Developing and maintaining plans for emergency preparedness and response.
- Valuing and promoting the efficient use of natural resources to reduce consumption and waste, lower our carbon footprint and protect the environment.
- Promoting the integrated management of water resources to protect water sources, reduce consumption, recycle and reuse water wherever possible.
- Conducting internal audits and management reviews to ensure the effectiveness of the EMS.
- Establishing annual environmental performance objectives and communicate our results both internally and publicly in alignment with international ESG reporting standards.
- Communicating transparently with stakeholders who are interested in or affected by our activities, and promote awareness of our environmental policy and impacts, while respecting local cultures, values and traditions.



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- Developing and maintaining adequate procedures for the investigation, reporting and recording of environmental incidents and associated corrective actions with a view to avoid any future repeat and communicate on lessons learnt.
- Having the resources needed to undertake the appropriate rehabilitation activities.

Grievance Mechanism

Aya provides a formal grievance mechanism to report on any issues covered by this Policy. Complaints may be filed confidentially, and no whistleblower will face retaliation.

If you have any questions or if you wish to report a violation or possible violations, please feel free to write an email or call the Chief Legal Officer of Aya. You may also use the confidential whistleblower mechanism detailed in the Company's Whistleblowing Policy. All reports will be treated in confidence except to the extent necessary to conduct investigations.

Approved by the Environment, Social and Governance Committee of the Board of Aya Gold & Silver Inc.