



## **Health, Safety and Environment Policy**

Moon River Moly Ltd. (“Moon River” or the “Company”) and its subsidiaries are committed to ensuring a safe and respectful workplace for our employees and contractors, protecting the natural environment, and creating a positive impact in the communities where we operate.

We collaborate proactively with key stakeholders, regulators and Indigenous groups to ensure meaningful collaboration in the regions where we explore and through all project phases. We are committed to engaging in a transparent, consistent and accessible manner to build strong and resilient relationships. Moon River is focused on cultivation of positive legacies from our operations which are founded by our dedication to sustainable development.

As a responsible resource developer, we are committed to integrating sound risk management practices through all project stages, with full consideration for pollution prevention, health, safety and the environment together with our goals of project development, production and profitability.

Consistent delivery of these commitments requires dedication to the following underlying principles, by our senior leadership, our employees and our business partners.

### *Consistent and dedicated leadership*

Leadership of Moon River establish expectations, successfully engage with all employees and contractors, forming a positive and motivated work culture founded on compliance with all existing laws and regulations pertaining to health and safety with the goal of reduction and ultimate elimination of all work related health and safety and environment related accidents and incidents. Moon River promotes a positive safety culture where all employees and consultants understand their responsibility for their own safety and the safety of others.

Moon River is committed to the hiring of competent persons as supervisors and providing training and support to our employees to increase awareness of potential health and safety risks associated with their work;

### *Effective hazard identification and risk mitigation*

Moon River ensures that all management, employees and contractors work in an environment where risk management, consultation and cooperation regarding health, safety and the environment becomes an integral part of the culture.

Effective evaluation of all operational activities requires participation by management, our employees and contractors. Any unwanted events are learning opportunities, and we will use them to strengthen our abilities to eliminate risk. We will continuously seek to improve by effectively measuring and communicating our performance, establishing targets, and holding ourselves accountable.

*Constructively supporting the advancement of research and technology for long term sustainability.*

In the absence of legislation, we will apply industry best practice. We will acquire scientific knowledge and explore technologies to continuously improve the safe, efficient use of our processes, materials and emergency systems, reducing harm to people and minimizing our environmental footprint.

*A culture of honesty, transparency and respect is the key to maintaining positive community relationships.*

We will maintain community and cultural awareness and respect of the values and traditions in areas of our operations. Our social responsibility is paramount to our success, and benefits to our surrounding communities must be supported with transparent and honest dialogue, and mechanisms for formal constructive feedback.

For Moon River, our top priority is effectively managing our operational risks for the health of our employees, and the protection of our surrounding environment. Investment in the development of our employees will provide a productive, safe and healthy work environment that is respectful, fair and follows high ethical standards.

This policy is fully endorsed by the Leadership Team of Moon River.

**MOON RIVER MOLY LTD.**

---

President and Chief Executive Officer

---

Chairman – Technical, Environment, Health and Safety Committee

August 26, 2024