

Bunker Hill Mining Corporation (BNKR) is committed to upholding the highest standard in ethical business conduct in all jurisdictions in which we operate. BNKR does not tolerate any form of child or young person’s labor in any form – either in the company’s direct employment or within its supply chain. BNKR does not tolerate any form of forced labor in either the company’s direct workforce or within its supply chain.

BNKR recognizes the harm that such practices bring upon society and the restrictions it places on equitable, sustainable economic development. As such, BNKR has developed and implemented a comprehensive Labor, Decent Work, and Human Rights management system, inclusive of strategies to ensure the abolition of child / young persons’, and forced labor in our own organization, and our supply chain, as part of its Environmental, Social and Governance (ESG) Integrated Management System (IMS).

Our commitment to achieving this is to:

- Conduct ongoing risk assessment in respect of child / young labor, and forced labor in all its forms as part of our human rights risk assessment, and develop appropriate controls to ensure the effective abolishment of these practices in our sphere of influence;
- In jurisdictions where child / young persons, or forced labor presents a pertinent risk, include these in our human rights due diligence assessment for all acquisition processes;
- Ensure that only persons above the legal minimum work age of 18 years old are employed by BNKR directly, and verify each employees’ age prior to their appointment;
- Ensure that all work performed for BNKR is voluntary in nature and that no person works under conditions of force of any kind;
- Ensure that no person’s personal documentation is withheld for any reason by BNKR, or restricting workers’ freedom of movement, requiring the payment of compulsory deposits, creating unpayable debt obligations;
- BNKR insists that all business partners and associates conform to this policy and protect their own employees. As such, BNKR will regularly evaluate its contractors’ and suppliers’ employment practices to ensure that there is no direct or indirect benefit from child / young persons, or forced labor practices in BNKR’s supply chain;
- All employees, contractors, and business partners shall be trained in BNKR’s abolition of child and forced labor policy, and BNKR shall conduct ongoing monitoring of adherence hereto;
- All instances of child / young persons’ employment, as well as conditions of forced labor, detected or reported to BNKR, shall be investigated, and appropriate corrective actions implemented;
- Where child / young persons or forced labor is discovered in BNKR’s supply chain or business partner organizations, BNKR will collaborate with such an organization to take appropriate remedial action, including phased remediation where necessary.

BNKR believes the only way to achieve our ESG commitments is by fostering a culture of responsible care with all employees, contractors, stakeholders, and the natural environment in which we operate.

Approved by the Board of Directors of Bunker Hill Mining Corporation on 17 March 2022.



Richard Williams  
**Executive Chairperson**



Cassandra Joseph  
**Chairperson – Governance Committee**

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