

# SUSTAINABLE DEVELOPMENT

## Policy

October 2022



## Fundamental Principles IMPLEMENTED THROUGH OUR LEADERSHIP AND COMMITMENT

**NIOBEC IS A MINING AND METALLURGICAL COMPLEX THAT BELIEVES A COMMITMENT TO SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY BY ALL ITS EMPLOYEES AND ENTREPRENEURS IS FUNDAMENTAL TO ITS SUCCESS.**

◆ Respectfully interacting with all stakeholders associated with our operations.

◆ Adhering to site operation standards that meet or exceed applicable laws and regulations.

◆ Encouraging, training, and empowering our employees and contractors towards continuous improvement for pollution prevention, environmental protection and community development.

◆ Integrating risk management into all facets of our activities, including emergency preparedness plans.



◆ Continually enhance our management system to improve our environmental performance.

◆ Integrating biodiversity conservation into all stages of our activities while ensuring that the functions of any disturbed ecosystems are restored.

◆ Maintaining our closure plans and strategies based on regulations and sound practices.

◆ Following good governance practices based on the company's values of Safety, Integrity, Respect, and Excellence reflected in our Code of Conduct.

**Niobec** <sup>Nb</sup>  
A MAGRIS COMPANY

*Matthew Fenton*  
**MATTHEW FENTON**  
PRESIDENT AND CFO

*Eric Colby*  
**ERIC COLBY**  
VP OPERATIONS

*Patrick Chabot*  
**PATRICK CHABOT**  
GENERAL MANAGER