



## HEALTH AND SAFETY POLICY

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## 1 Introduction

BULGOLD Inc. and its subsidiaries (together, the “Company”) considers that the health and safety of our employees and our local communities is of the outmost importance and to this end has adopted this Health and Safety Policy (the “Policy”). Consequently, in addition to a commitment to comply in full with all relevant environmental laws and regulations we will strive to support and integrate in our activities the Prospectors and Developers Association of Canada e3Plus Framework for Responsible Exploration (Excellence in Health and Safety).

This Policy is applicable to employees, directors and officers (collectively “Employees”) as well as all third parties working for and on behalf of the Company including but not limited to suppliers, contractors, consultants, brokers, agents, customers, donation or sponsorship beneficiaries and their respective subcontractors (collectively “Third Parties”).

## 2 Objectives and Scope

The Company hereby commits to:

- identifying, assessing and eliminating potential risks associated with our activities to Employees, Third Parties, the environment and communities;
- providing leadership and appropriate health and safety induction and training, and ensuring that all Employees and Third Parties receive ongoing training and understand our health and safety requirements;
- ensuring the health and safety of communities affected by our operations;
- complying with relevant legislation and any collective agreements and exceeding community expectations;
- in the absence (or lack) of appropriate legislation, industry best practices and standards will be used;
- managing workers in line with best practice employment laws;
- ensuring that appropriate resources and personal protective equipment are provided to improve occupational health and safety;
- fostering and maintaining a positive safety culture, behaviour and awareness;

- encouraging and supporting our employees to take part in programmes which enhance health, safety and wellbeing;
- communicating necessary information to the public, emergency services or public authorities concerned in the area;
- maintaining records of occupational, health and safety statistics and reviewing these periodically; and
- preparing for and responding to emergency situations such as pandemics.

### 3 Implementation

The Environmental, Social and Nominating Committee (the “ESGN Committee”) of the Board of Directors of the Company is responsible for the implementation and administration of this Policy. The ESGN Committee may delegate the day-to-day administration of this Policy to other senior executives, as appropriate.

### 4 Communication of the Policy

All Employees and Third Parties will receive a copy of the Policy and will be informed whenever significant changes are made. New Employees will be provided with a copy of this Policy and will be educated about its importance.

### 5 Reporting Responsibility

It is the responsibility of all Employees and Third Parties to comply with the law and the Company's policies, and to report any incident, wrongdoing or violations or suspected violations of this Policy.

Employees and Third Parties working at our operations play a key role in achieving these objectives by:

- taking ownership of occupational health and safety management programmes and initiatives;
- complying with company standards and procedures; and

- maintaining a safe working environment in which open dialogue with and between employees is encouraged.

## 6 Acting in Good Faith

Anyone filing a complaint or reporting an incident, wrongdoing or a violation, or suspected violation of this Policy, must be acting in good faith and have reasonable grounds for believing the information disclosed. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

## 7 Reporting Procedure

Any Employee or Third Party that wishes to report an incident or a complaint about the Company should try to contact their supervisor or manager responsible for the group which provides the relevant service, recognizing however, that this depends on the seriousness and sensitivity of the issues involved and who is suspected of wrongdoing.

As an alternative, complaints or reports under this Policy may be submitted on a confidential basis to the Chair of the ESGN Committee of the Board Chair by sending a sealed letter by mail (or other delivery) addressed to 82 Richmond Street East, Toronto, ON M5C 1P1. The letter should be marked "Private and Confidential – Attention: Chair of the Environmental, Social, Governance and Nominating Committee." The letter will be delivered unopened to the Chair of the ESGN Committee. The Chair of the ESGN Committee may also be contacted through the anonymous Whistleblower Hotline as follows:

**DSA Corporate Services Inc.**

**DSA Whistleblower Integrity Hotline**

Toll Free Telephone Hotline (for Canada, US, North America or other):

**1 – 844 – 900 – 1001**

Secure email submission to: [integrityhotline@dsacorp.ca](mailto:integrityhotline@dsacorp.ca)

## 8 Handling of Reports

Following the receipt of a report, a report handling process is triggered and will typically include:

- conducting an initial assessment;
- forming an investigation team, as required;
- conducting an investigation and notification of the authorities, if necessary;
- resolution, including recommendations of corrective actions, as required;
- feedback to the Reporter and other stakeholders; and
- case closure.

## 9 Linkages with other Policies

This Policy should be read and applied in conjunction with, among others, the Company's Code of Business Conduct and Ethics, the Supplier Code of Conduct, the Sustainability Policy, the Human Rights Policy, the Whistleblower Policy, the Anti-Bribery and Anti-Corruption Policy and the Diversity Policy.

## 10 Waiver

Waivers to this Policy will be granted by the ESGN Committee in consultation with the Board of Directors.

## 11 Retention of Records

Records relating to any incident or report filed and to the investigation of any such report, shall be retained by the Company in accordance with the Records Retention and Destruction Policy.

## 12 Review of the Policy

The ESGN Committee will review and evaluate this Policy regularly, to determine whether it is effective and will submit any recommended changes to the Board of Directors for approval. Employees and Third Parties will be fully informed of any material revisions to this Policy.

## 13 Queries

Any Employee with questions about how this Policy should be followed in a particular case should contact their supervisor. All interested stakeholders are invited to comment on this Policy and to suggest ways in which it may be improved. Queries, comments and suggestions should be addressed to the Chair of the ESGN Committee at [information@BULGOLD.com](mailto:information@BULGOLD.com)

## 14 Publication and Approval

This Policy will be posted on the Company's website at: [www.BULGOLD.com](http://www.BULGOLD.com)

Approved by the Company's Board of Directors on: 27 April 2023