

IMPLEMENTATION OF THE RESPONSIBLE GOLD MINING PRINCIPLES

ANNUAL REPORT

Year 1 – Self Assessment

October 2021



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Forward-looking Statement

This report includes certain "forward-looking information" and "forward-looking statements" (collectively "forward-looking statements") within the meaning of applicable Canadian securities legislation. All statements in this report that address events or developments that we expect to occur in the future are forward-looking statements. Forward-looking statements are statements that are not historical facts and are identified by words such as "expect", "plan", "anticipate", "project", "target", "potential", "schedule", "forecast", "budget", "estimate", "intend" or "believe" and similar expressions or their negative connotations, or that events or conditions "will", "would", "may", "could", "should" or "might" occur. Forward-looking statements necessarily involve assumptions, risks and uncertainties, certain of which are beyond Calibre's control. For a listing of risk factors applicable to the Company, please refer to Calibre's annual information form for the year ended December 31, 2020, available on www.sedar.com. This list is not exhaustive of the factors that may affect Calibre's forward-looking statements.

Calibre's forward-looking statements are based on the applicable assumptions and factors management considers reasonable as of the date hereof, based on the information available to management at such time. Calibre does not assume any obligation to update forward-looking statements if circumstances or management's beliefs, expectations or opinions should change other than as required by applicable securities laws. There can be no assurance that forward-looking statements will prove to be accurate, and actual results, performance or achievements could differ materially from those expressed in, or implied by, these forward-looking statements. Accordingly, undue reliance should not be placed on forward-looking statements.

Background

In September 2019, the World Gold Council (WGC) issued the Responsible Gold Mining Principles (RGMPs), setting out a framework for responsible gold mining across the mine lifecycle.

The WGC developed the RGMPs with the aim of setting out “clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining”. The RGMPs address the key environmental, social, and governance (ESG) issues for the gold mining sector as defined by 10 principles, which are further divided into 51 sub-principles covering topics such as ethical conduct, community relations, supply chain, health and safety, human rights and environmental stewardship.

As a member of the WGC since August 2020, Calibre will implement the RGMPs, comply with requirements to publicly report on the status of our conformance with the Principles, and obtain external assurance from a third-party independent assurance provider.

About this Report

Why do RGMPs matter to us?

We believe the RGMPs reflect leading practices in managing environmental, social and governance issues, and therefore provide a pivotal guide for us as we further strengthen our ESG systems and processes and integrate them into core business, ensuring sustainable gold mining operations that can responsibly deliver value to all our stakeholders.

Commitment to the RGMPs

Calibre Mining Corp. takes seriously our responsibility to produce gold in a responsible manner. To demonstrate that commitment, and as a proud member of the WGC, the Company has endorsed the Responsible Gold Mining Principles (the “Principles” or “RGMP”).

In conforming to the Principles, we commit to a permanent state of continual improvement, by:

- ☑ Improving or developing internal ESG-related policies, systems, processes, controls and performance to ensure conformance with the Principles
- ☑ Annually reporting information that helps external stakeholders understand how our conformance with the Principles is achieved
- ☑ Meaningfully disclosing both conformance and non-conformance with the RGMPs and, where partial conformance or non-conformance exists, disclosing the steps that will be taken to remedy the situation
- ☑ Securing independent assurance to ensure stakeholder confidence and credibility in the process and conclusions on our conformance with the RGMPs

RGMP conformance requirements

The RGMPs require implementing companies to:

1. Make a public commitment to align with the RGMPs
2. Develop internal systems, processes and performance that conform with the Principles
3. Report publicly on the status of conformance with the Principles
4. Obtain independent assurance on their conformance with the Principles. The assurance will be conducted at both mine site and corporate levels.

Reporting on the status of conformance varies over a Company's first three years as a WGC member, as full implementation of the underlying systems, policies and procedures necessary to conform with all the Principles is expected to take some time.

Calibre became a WGC member in August 2020. For its first reporting year, the Company is expected to provide a description of the self-assessment process or "readiness review" that has been undertaken, or is underway, to determine conformance with the RGMPs for all operations within the reporting boundary.

Reporting Boundaries

The boundary for implementing the RGMPs includes all mining and processing operations over which the Company has direct control. This includes El Limon and La Libertad mines in Nicaragua, acquired by Calibre in October 2019. This report does not cover exploration, development and/or care and maintenance assets or activities.

This report is intended to be reflective of Calibre's first year of performance. As this is our Inaugural RGMP Progress Report, some of the information reflects performance and practices prior to August 2020.

RGMP Governance

Calibre Executive Leadership Team is committed to achieving RGMP conformance by 2023.

Our Vice President for Sustainability is responsible for managing the RGMP conformance process at both corporate and site levels, including conduction of the self-assessment process and road map development and implementation.

The VP Sustainability reports directly to the Chief Executive Officer (CEO), who has ultimate responsibility for Calibre's RGMP conformance.

The VP Sustainability is responsible for providing an RGMP update to the Safety, Health, Environment, Sustainability, and Technical (SHEST) Committee of Calibre's Board of Directors on a quarterly basis.

At site level, Mine General Managers have been designated RGMP "Champions" to help achieve site-wide implementation and, ultimately, timely conformance.

Progress towards conformance with the Principles

Year 1 Self-Assessment Process

In 2021, we conducted a self-assessment of our conformance with the Principles. The process included:

Step 1. Our CEO publicly endorsed Calibre’s commitment to RGMP implementation and conformance in our inaugural 2020 Sustainability Report.

Step 2. Our Sustainability Team led the initiative at the corporate level and both mine sites. A self-assessment tool was developed to evaluate compliance, non-compliance, partial compliance or non-applicability for all 51 sub-principles, against the Company’s policies, systems, controls and general performance, as per the RGMP Assurance Framework established by the WGC.

Step 3. 18 executives, corporate and site-level managers, supported by their teams, completed their respective sections and provided corresponding evidence to support their answers. All relevant documentation was gathered into a single go-to site on the Company’s intranet. The list of managers involved can be seen in [Appendix A](#).

Step 4. The Sustainability Team collated, reviewed and validated the data. Follow-up discussions were held when clarification was required. As individual assessments were made against over 280 illustrative examples set by the *WGC’s Supplement to the Assurance Framework*, results were weighted per sub-principle, and average conformance status established. A final matrix listing all principles, references to relevant policies, management systems and/or performance data, links to evidence, status of conformance, areas for improvement and remediation actions can be found in [Appendix B](#).

Step 5. An independent assurance provider reviewed the results to validate the self-assessment process and make recommendations.

Step 6. To address issues identified, a detailed, multi-year conformance action plan was developed with corresponding accountabilities for both the corporate and site levels, with sign-off by the Executive Team, including the CEO.

Calibre was found to be in conformance with the year-one assurance requirements set out in the Responsible Gold Mining Principles and Assurance Framework for the Responsible Gold Mining Principles for the reporting period ending September 2021.

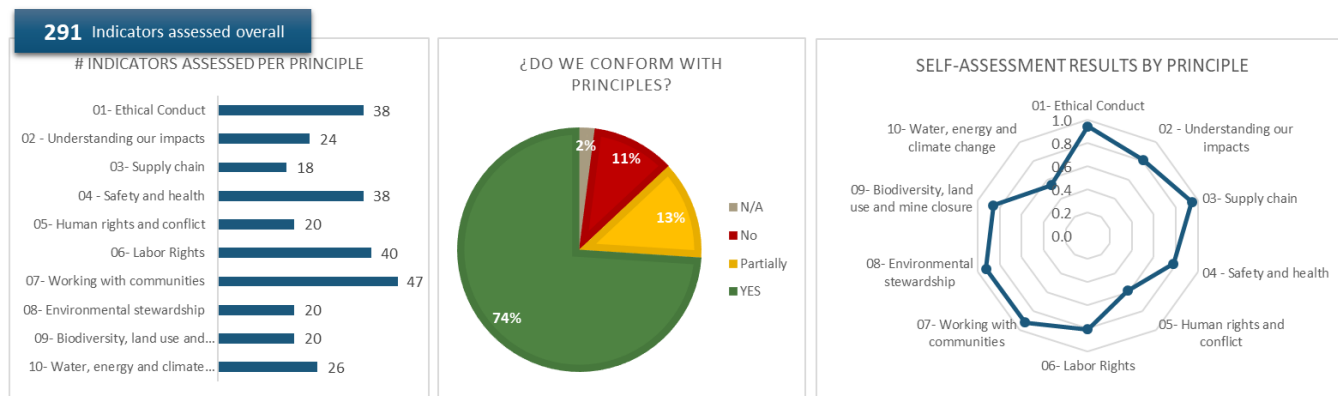
Next Steps

Following completion of the self-assessment process, Calibre commenced implementing the Remediation Action Plan at corporate levels and both mine sites in Q4 2021. We expect that by our third year after adoption of the RGMPs, Calibre’s performance should comprehensively align with the Principles.

We plan to seek external assurance on site-specific assessments as well as associated action plans for conformance by Year 3 after adoption of the Principles. We plan to publish results in our annual Sustainability Reports.

Assessment Results

Calibre Mining Corp. has systems in place for monitoring adherence to company policies and processes, including those related to conformance with the RGMPs.



Throughout the Year 1 self-assessment process at our corporate office and operating sites, we identified that there are processes not fully implemented to date. A remedial action plan has been developed, and necessary changes will be implemented accordingly to strengthen our policies and practices.


Based on the assessment performed, we determined that certain (Sub-)Principles do not apply to our operations given Nicaragua’s complex socio-political context. These include the following:

SUB-PRINCIPLE	REASON FOR NON-APPLICABILITY
<i>5.3 We will manage security-related human rights risks through implementation of the Principles on security and human rights</i>	Complex socio-political context in Nicaragua makes discussions and/or training on human rights issues with external SH currently unfeasible.
<i>6.5 We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically under-represented groups and will report on our progress</i>	The areas around our operating mines do not have populations of different ethnic groups, so there are no targeted recruitment or outreach campaigns. However, the Company promotes local employment: 80% of our employees are from the communities immediately around our mines.


The section below details our current RGMP non-conformances and areas for continuous improvement.

Self-Assessment Highlights


This section highlights our general performance in terms of the Responsible Gold Mining Principles.

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1. ETHICAL CONDUCT

 - ✓ Calibre’s [publicly available Code of Business Conduct and Ethics](#) explicitly confirms our compliance with applicable host, home country and international laws.
 - ✓ To ensure understanding of our Code of Business Conduct and Ethics, we provide training to all employees at induction. We require all employees and suppliers to sign a formal written acknowledgement of their commitment to our Code and Corporate Policies.
 - ✓ To ensure compliance, external yearly audits are performed on the design and application of controls over Supply Chain Management (SCM) processes.
 - ✓ We maintain a Whistleblower Policy and confidential, bilingual hotline program to receive complaints regarding internal accounting and auditing controls, or violations of any aspect of required business conduct.
 - ✓ We file and [publish](#) the Extractive Sector Transparency Measures Act Annual Report (ESTMA) for our Canadian assets, detailing government payments for each fiscal year to measure and account for the economic benefits that our operations generate for our host country and communities.
 - ✓ We prepare annual transfer pricing studies for all intercompany transactions performed during the fiscal year. These are prepared together with external international consulting firms with strong experience in the field.
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2. UNDERSTANDING OUR IMPACTS

 - ✓ Calibre’s operations use CSAFE, an Information Management System for the registry, management and follow-up of site risks.
 - ✓ We conduct Environmental and Social Impact Assessments (ESIAs) to identify and understand the direct, indirect and cumulative risks and impacts of projects, and we develop Management Plans accordingly. As per national legislation, ESIAs are shared and made accessible to potentially affected and interested stakeholders and are updated when material changes are made to mining projects.
 - ✓ We uphold a Human Rights Standard and have integrated human rights aspects into site baseline studies and impacts assessments for new projects, in order to incorporate findings into our decision-making process.
 - ✓ We maintain a Grievance Mechanism compatible with the UN Guiding Principles on Business and Human Rights, through which we receive, investigate, and respond to grievances from local communities in a timely, respectful, fair, and locally appropriate manner.
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3. SUPPLY CHAIN

 - ✓ We maintain a Supply Chain Policy. All suppliers are provided with Calibre’s Supply Chain Management and Commercial (SCM&C) Supplier Code of Conduct, which they must acknowledge and sign.
 - ✓ As part of our risk-based due diligence process, all suppliers complete an Integral Supplier Form, and receive our Policies and Procedures Manuals. An Anti-Money Laundering Compliance Team undertakes due diligence as part of our process for onboarding suppliers or renewing supplier contracts. In 2020, we ensured that all 268 of our suppliers agreed to and signed a statement against bribery, corruption, money laundering, and the funding of terrorist organizations.
 - ✓ We have a Local Content Standard and an active Local Content Steering Committee to provide oversight to local strategies and improve access of local businesses to Calibre opportunities. Our Quotation Request Process encourages and establishes special considerations for local suppliers when possible.
 - ✓ We have an ASM Standard that guides our interactions with Artisanal and Small-scale Miners. Our strategy includes active participation in local multi-stakeholder ASM committees, to contribute to national dialogue and jointly manage ASM issues within our concessions. In order to reduce mercury use and provide livelihood stability, we establish commercial agreements to purchase ore from artisanal miners who comply with applicable legal and regulatory frameworks.

4. HEALTH & SAFETY



- ✓ Calibre has a HSE Policy and Management System active at all sites, based on international leading practices.
- ✓ Our operations have Organizational Technical Regulations for H&S that establish adequate working procedures and preventive measures, in accordance with national labour law. These are agreed upon with the union(s) at each mine, and approved by the Nicaraguan Ministry of Labour.
- ✓ We conduct annual training programs for all employees and contractors. Personal Protective Equipment (PPE) is supplied at no cost to the worker, including masks for COVID-19 prevention. In 2020, Calibre provided 1,231 training sessions, totaling 2,361 hours and reaching 100% of our workforce.
- ✓ We focus on continuous improvement of our performance. In 2020 we developed a ONE CALIBRE Organizational Safety Culture Program, designed and launched an 18-month OH&S Improvement Plan, and created an Exploration OH&S Integrated Management System.
- ✓ We regularly engage on H&S issues with our workforce through site-based Mixed Commissions on Occupational Health & Safety (CMHST), made up of Company and Union representatives.
- ✓ Operations perform pre-employment, regular, and post-employment medical check-ups, applying medical examination protocols that allow us to identify early signs of industrial/occupational diseases in accordance with the provisions of Nicaragua's OH&S legislation and regulations.
- ✓ We maintain highly trained Emergency Response Teams (ERTs) at every site to act as first responders, and Rapid Response Teams (RRT) for potential emerging events that may escalate into something with the potential to impact the Company.

5. HUMAN RIGHTS AND CONFLICT



- ✓ Calibre's Human Rights Standard sets our minimum requirements to avoid infringing on people's human rights, and to understand and address any adverse human rights impacts that are directly linked to our operations or business relationships. Our Standard is consistent with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights (VPSHRs).
- ✓ We apply a set of tools to ensure that the Company is not complicit in human rights abuses, including risk and impact assessments, Community Grievance Mechanisms, training programs for employees and private security guards, and a contractual clause for all our suppliers to align with our human rights commitments.
- ✓ In 2020, training was provided to 84 employees on aspects regarding business and human rights, and to 174 private security guards on the VPSHRs.
- ✓ In 2020, 100% of all 212 signed contracts include a Human Rights clause.

6. LABOUR RIGHTS



- ✓ Calibre provides negotiated wage increases to unionized employees through the Collective Bargaining Agreement (CBA) process. We are certain that our workforce receives fair wages and benefits relative to relevant national and local benchmarks. In 2020, salaries in the Mines and Quarries sector of the Nicaraguan economy represented more than 1.5 times the national average, and had the highest actual purchasing power, with an index of 173.2, well over the national average index of 107.5. At both operations, living wage and benefits standards are negotiated with labour unions through Collective Agreements, and these include social security, preventive health care for workers and their families, on-site medical care, medication coverage, life insurance, retirement compensation, disability or injury compensation, food subsidy/basic food basket, collective transportation, annual salary adjustment, and monthly bonus.
- ✓ Our Code of Business Conduct and Ethics and each operation's Internal Work Regulations prohibit discrimination, intimidation or harassment in any aspect of employment. In keeping with sustainable and responsible practices, we prohibit all forms of child labour, forced labour, and modern slavery in our operations and supply chains.
- ✓ We uphold the legal rights of our employees to associate with others and bargain collectively. There are unions at both operating sites, to which 86% of our employees are affiliated. Both sites have active Collective Agreements that are reviewed jointly with the unions every two years.
- ✓ All Calibre operations have a Complaints System established in their respective Internal Work Regulations, to process any threats or improper acts and/or resolve any grievances that an employee may have, without fear of reprisal.

7. WORKING WITH COMMUNITIES



- ✓ Calibre's Stakeholder Engagement Standard establishes the requirements to meet the Company's commitment to engage openly and respectfully with all stakeholders. We consult with and seek the participation of affected communities. Our objective is to understand, consider, and respond to stakeholder concerns about project risks, impacts, and mitigation measures.
- ✓ We conduct community consultations for the approval of all new mining projects and of any significant changes in scope of approved projects, as per national legislation. In 2020, all permit requests requiring community consultation processes were approved.
- ✓ All operating sites have dedicated resources for Community Relations. Calibre held a total of 748 meetings with local stakeholders in 2020.
- ✓ Both operating sites prepare annual Community Development Action Plans based on local needs and interests, in order to improve the economic and social opportunities for local communities.
- ✓ We maintain a Local Content Standard that seeks to ensure the availability of meaningful local opportunities to benefit from our presence. In Q1-2021, 80% were from the communities immediately around the mines. In 2020, 67% of our supply chain were national contractors, out of which 25% were local.
- ✓ Our Resettlement Standard aligns with the IFC's Performance Standard 5. It establishes that we will avoid involuntary resettlement whenever possible. When involuntary resettlement is unavoidable, we will conduct meaningful consultation with affected communities and mitigate economic and/or physical displacement through fair and timely compensation.

8. ENVIRONMENTAL STEWARDSHIP



- ✓ Calibre maintains an Environmental Policy and Management System to identify, eliminate or manage our impacts on the environment. All our operations have control measures in place to minimize the likelihood of environmental incidents and to mitigate potential effects on the environment for incidents that do occur. In 2020, we did not receive any notice of violations, fines, or sanctions, nor did we experience any incidents with severe environmental impact.
- ✓ We have a Tailings Management Standard that aligns with currently accepted industry practices and defines the requirements for the characterization of tailings, protection of groundwater and surface water, prevention of uncontrolled releases to the environment, and management of process water. Our storage facilities comply with all relevant regulatory requirements. Our two active tailings storage facilities were designed and constructed according to international best practices. Our Engineer of Record (EOR) actively participates in the analysis of data collected and completes annual site assessments to ensure the facilities are operating as designed. Corrective actions are identified by the EOR and completed by the site operations teams.
- ✓ Our Cyanide Management Standard establishes Calibre's requirements to ensure that on-site storage, handling, and use of cyanide are carried out in a way that protects human health and the environment. Our standard is aligned with the International Cyanide Management Code.
- ✓ Calibre does not use mercury to extract gold, nor does it accept gold produced using mercury. However, ASM activities, including the use of mercury, take place near our operations.
- ✓ Considering the mandate of the Minamata Convention, Calibre developed a program to purchase ASM-mined ore from within the Company's concessions. In 2020, 280 artisanal miners entered into agreements with the Company for ore processing at La Libertad Mine. As a result, approximately 3.27 metric tons of mercury were not used and therefore not released into the environment as a byproduct of artisanal mining activities.

9. BIODIVERSITY, LAND USE AND MINE CLOSURE



- ✓ Calibre's Biodiversity Policy establishes our commitment to biodiversity conservation by implementing an integrated approach for land use planning. This commitment includes the development and implementation of Biodiversity Management Plans if, in our EIAs or baseline studies, we identify potential risks during operations. We conduct periodic fauna monitoring, hydro-biological monitoring and forestry inventories at both operations.
- ✓ We have established a strategic partnership with a well-respected national environmental organization to produce a net gain for biodiversity both prior to and during our mining projects, and afterward during their reclamation and closure processes. Details on our 2020 performance can be found in our [Sustainability Report](#).
- ✓ Calibre does not explore or develop new mining projects in UNESCO-recognized World Heritage Sites, in legally designated protected areas and/or areas designated as key biodiversity areas.
- ✓ Acid rock drainage (ARD) does not occur at any of our mine sites. The nature of the low-sulphidation epithermal deposits being mined, along with the natural buffering capacity of the host rock, limits the possibility of ARD.

10. WATER, ENERGY AND CLIMATE CHANGE



- ✓ Calibre’s Water Management Standard establishes the requirements for effectively managing water at sites. The Standard covers water balances, process water management, storm water management, discharge sampling and control, and mine dewatering activities, in a way that ensures there is no loss of beneficial use and that human health and the environment are protected.
- ✓ Both our operations have Water Management Plans that set the minimum requirements for planning, managing, and monitoring our risks and performance throughout the mine lifecycle. In compliance with Nicaraguan law, Calibre identifies water uptake sites and required volumes, third-party hydrologic studies are conducted, permits are requested for use of these resources, and all conditions established in these permits are fulfilled. This usually means taking annual water body flow measurements and well-level measurements, semi-annual water quality monitoring, and the submission of annual reports to the corresponding authority.
- ✓ Calibre does not operate in water-stressed areas. Nevertheless, our mines operate as much as possible in a closed-circuit configuration. All our operations recycle process water to minimize the use of fresh water to the greatest practical extent. More than 90% of water for the ore processing plant is recycled from the tailings dam.
- ✓ We collaborate with local authorities and national water regulators to improve water access for our neighboring communities. All our sites have implemented social investment projects for the improvement of local potable water systems.
- ✓ Approximate 30% of the energy consumed by operations comes from grid electricity from renewable sources.

Description of non-conformances

Based on the assessment performed, except for the matters described below, the Company conformed with the Responsible Gold Mining Principles as at September 2021.

Sub-principles: 1.1 Legal compliance and 2.1 Risk management

Governance Framework	Non-conformance	Remedial Action
HSE Management System – Hazard Identification and Assessment of HSE Risks Social Risk Management Standard	The company does not have a regular risk review process at corporate level	In Q3 2021, Calibre will contract risk management experts to facilitate a corporate ESG Risk Assessment process and develop a roadmap with mitigation strategies to address material ESG risks.

Sub-principle: 4.1 Safety

Governance Framework	Non-conformance	Remedial Action
OHS Performance Standards	The Company does not have critical controls for the mitigation of safety and health risks	As of 2020, Calibre's vision is to create a Risk Based Organizational Culture supported with Risk Based training and practices. This process must be allowed to evolve as the organization matures in its skills and understanding of Risk Management. To begin, the term Risk Controls is the term being applied to all Risk Management practices. Starting in 2022, as the Risk Based Culture matures, the highest risk level against some specific criteria will be managed through Critical Controls and, therefore, more frequent and formalized performance criteria against preventive measures will be taken (quarterly critical control verification program).

Sub-principle: 4.3 Occupational health and wellbeing

Governance Framework	Non-conformance	Remedial Action
OHS Performance Standards, including Occupational Health and Hygiene, Fitness for Work, On-Site Camp Management, Manual Handling, & HIV/AIDS	Operations perform pre-employment, regular, and post-employment medical check-ups under protocols for medical examination, enabling us to identify early signs of industrial/occupational diseases in accordance with the provisions of Nicaragua’s OH&S legislation and regulations. However, we lack protocols and/or procedures for risk-based monitoring of workforce health by identifying occupational exposures across sites, locations and job type.	We will design and put into practice protocols and procedures for risk-based monitoring of our people’s health by Q2 2022. We will also conduct an external audit plan to ensure the evaluation of the system’s effectiveness and make necessary changes where relevant.

Sub-principle: 5.3 Security and human rights

Governance Framework	Non-conformance	Remedial Action
Human Rights Standard	We provide training on the VPSHRs to our private security guards. However, the Company does not currently have relevant KPIs for implementation of the VPSHRs	In Q3 2022, we plan to provide thorough VPSHR training to all MGMs, Security Managers & other relevant staff to ensure that our Human Rights Standard and the VPSHRs are fully understood and applied. We also expect to generate KPIs with Asset Security for regular monitoring. By 2023, we expect to launch a VPSHR risk assessment in operations identified as high-risk, and develop action plans with security teams at sites.

Sub-principle: 5.4 Conflict Free-Gold Standard

Governance Framework	Non-conformance	Remedial Action
Code of Business Conduct and Ethics Human Rights Standard Policy and Procedures Manual for Risk Prevention of Asset Laundering, Financing Terrorism, and Financing the Proliferation of Weapons of Mass Destruction	As per the CFGS, Nicaragua, the country where Calibre’s mines are located, was considered ‘conflict-affected or high-risk’ by the HIIK Conflict Barometer in 2018. The Company has concluded that neither area where our mines are located, nor any areas through which gold or gold-bearing material is transported while in custody of the Company, has been ‘conflict-affected or high-risk’ since its acquisition by Calibre in October 2019. Therefore, as of September 2021 no formal, regular due diligence is conducted to assess area risk profiles or the Company’s adherence to the CFGS.	In 2022, we will conduct a human rights due diligence, including a gap assessment on the Company’s status on CFGS as per the CFGS assurance guidance. In accordance with the findings, we will develop an action plan and roadmap for compliance. By 2023, we expect to run an independent human rights assessment across operations, including conformance assurance with the CFGS as per the CFGS assurance guidance for implementing companies.

Sub-principle: 6.5 Diversity

Governance Framework	Non-conformance	Remedial Action
Code of Business Conduct and Ethics Diversity Policy	In our recruitment processes, hiring has been carried out based on compliance with the requirements of the position, not based on gender or ethnicity. Local recruitment is led by unions. Still, the Company does not have a committee or team to identify areas of improvement in its diversity profile.	In 2022, we expect to create a Committee or task force to identify gaps, set targets, and sponsor diversity initiatives within the Company. We will also incorporate Diversity as a topic for our annual training plan across our operations.

Sub-principle: 6.6 Women and Mining

Governance Framework	Non-conformance	Remedial Action
Diversity Policy	To date, Calibre has not implemented a diversity program, and there are no established quotas for women. The mining sector in Nicaragua is small, and no group is organized as a business to implement mentoring for women in mining.	In Q3 2021, we initiated discussions with Women in Mining for CA to identify barriers to women’s employment and opportunities for advancement within the Company.

Sub-principle: 7.2 Understanding communities

Governance Framework	Non-conformance	Remedial Action
Stakeholder Engagement Standard Indigenous Peoples Standard	No cultural awareness training provided, nor cultural heritage surveys conducted, as our operations are located in areas with no indigenous presence.	In 2023, we plan to develop a cultural awareness training toolkit, to be used when operations reach indigenous territories.

Sub-principle: 7.7 Cultural heritage

Governance Framework	Non-conformance	Remedial Action
Indigenous Peoples Standard	The Company does not have a Chance Finds Policy.	We expect to develop a Chance Find Procedure and conduct a training and awareness campaign in Q1 2022.

Sub-principle: 9.4 Mine closure

Governance Framework	Non-conformance	Remedial Action
Closure and Reclamation Planning Standard Topsoil and Reclamation Management Standard Social Closure Standard	Both sites have general closure plans. However, these plans can be better structured, their assumptions and budgets updated, and consultations with key stakeholders conducted when appropriate to ensure all ESG aspects are incorporated.	By the end of 2022, we expect to complete reviews of the mine closure plans at both operations, and to make necessary adjustments.

Sub-principles: 10.3 Combating climate change & 10.4 Water, energy and climate change

Governance Framework	Non-conformance	Remedial Action
Water Management Air quality Standard Management Standard Biodiversity Management Standard	We acknowledge increasing international and community concern with regards to impacts on climate change. To that end, in our inaugural 2020 Sustainability Report we committed to improving our energy consumption and resulting GHG emissions. However, we still have not publicly committed to a specific global change initiative or program, nor have we conducted carbon or GHG footprint assessments. Therefore, no measures have yet been developed to minimize emissions. No reporting is being carried out on CO2 equivalent emissions according to internationally accepted methodologies.	In order to reduce our emissions, in Q4 2021 we will conduct a GHG footprint assessment for both our operations, including the setting of science-based targets and development of a GHG reduction strategy, for implementation initiating in 2022. With the footprint assessment in hand, we expect to improve our reporting data on climate-related disclosures for our 2021 Sustainability Report.

Continuous Improvement

As a responsible miner, we are committed to continuous improvement. The continuous improvement measures described below do not constitute non-conformances; rather, they are opportunities for Calibre to strengthen current ESG policies, practices and programs. Our intended actions for 2021 and 2022 include:

SUB-PRINCIPLE	CONTINUOUS IMPROVEMENT MEASURE
2.3 Due diligence 5.2 Avoiding complicity	By end of year 2022, we will design and adopt a formal human rights due diligence process both for our operations and activities, as well as for our suppliers. This will include permanent monitoring against implementation of management plans on findings, to ensure that our business activities avoid complicity with and do not directly cause any human rights abuses.
2.4 Impact assessment	By Q2 2022, we will execute a monitoring and review plan of all sites' risk registries in order to ensure that they remain relevant.
2.5 Resolving grievances	In 2022, we will analyze the effectiveness of the procedure and develop an improvement plan accordingly, including the launching of an awareness-raising campaign to promote the use of the mechanism at local levels.
3.2 Local procurement	We will strengthen our approach to local procurement by improving internal and external coordination to identify and support opportunities for local businesses.
4.4 Community health and emergency planning	In 2022, we expect to discuss the update of our emergency response plans with local authorities to ensure alignment and proper coordination.
5.3 Security and human rights	In 2021, we will include a specific reference to the VPSHR in all our contracts with security service providers. We will also conduct training with site management and other relevant staff, in order to ensure that our Human Rights Standard and the Voluntary Principles are fully understood and integrated into security risk assessments across operations.
7.4 Seeking community support	We will conduct community perception surveys to periodically assess and gain better understanding of the level of community support.
8.1 Managing environmental impacts	By Q3 2022, we will finalize a registry for all conditions or requirements established in environmental permits obtained, to review current status and improve compliance monitoring.
8.2 Tailings and Waste Management	Best practice suggests that a Review Panel of Independent Tailings Subject Matter Experts be created and perform an independent review at least every 5 years. TGI is not 100% independent, as they do the design work. Therefore, in 2022, we will select and invite tailings management experts to form an independent review panel, which we will chair and manage, to perform periodic audits.

Link to Assurance Statement

The Company engaged the services of an assurance provider: SmartAccEss Socio-Environmental Consulting LLC. Its Independent Assurance Report can be viewed in the [Social Responsibility Section](#) of our website.

We welcome feedback on this report or any other aspect of our sustainability performance. Please send comments to calibre@calibremining.com.

Appendixes

List of Executive Management involved in Self-Assessment process

- ✓ Community Development Manager
- ✓ Community Relations Manager
- ✓ Corporate Affairs Sr. Manager
- ✓ Environment Superintendents - Site Level
- ✓ Environmental Permitting Manager
- ✓ H&S Corp. Manager
- ✓ Human Resources Manager
- ✓ Labour Relations Sr. Manager
- ✓ Legal General Counsel
- ✓ Mine General Managers
- ✓ Resettlement Manager
- ✓ VP Country Manager
- ✓ VP Human Capital
- ✓ VP Operations
- ✓ VP SCM&C
- ✓ VP Sustainability
- ✓ VP Technical Services