
ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

1. Purpose

This policy outlines the commitments of Skeena Resources Limited (“**Skeena**”) to environmental sustainability and social responsibility, and reflects our core values: health and safety, environment, community, integrity, accountability, innovation and execution.

At Skeena, we believe that mineral resource development can drive local economic prosperity and be a force for positive social change. Skeena is committed to conducting our activities in a manner that protects the environment for future generations and provides benefits to local communities. Skeena aspires to excel in environmental and social performance using management best practices, open and transparent communication and application of continual improvement principles.

This policy applies to all employees, contractors, consultants, customers/clients, visitors, or members of the public at any Skeena workplace or work site (“**Company Persons**”).

2. Environmental Sustainability

Skeena is committed to excellence in the management of environmental risks so our impacts are minimized and we achieve a high level of environmental performance. This includes our commitment to minimizing potential impacts with respect to climate change, where feasible. Skeena adopts best practices to prevent and mitigate the environmental impacts of our activities. Wherever possible, we look for opportunities to contribute to environmental stewardship initiatives.

3. Social Responsibility

Skeena is committed to respecting the rights of all peoples, upholding human rights and contributing to improved quality of life and sustainable development in the regions and communities where we operate. We commit to working ethically and with integrity, we take responsibility for the impacts of our activities on local communities, indigenous peoples and other rights holders, and we commit to continuously evaluating and improving our social performance. We are committed to contributing to reconciliation with indigenous peoples and to actively integrating indigenous values into Skeena’s environmental practices and plans.

4. Policy

To meet our goal to excel in environmental and social performance, we commit to:

- adhere to Skeena’s Environmental and Social Design Principles throughout a project lifecycle;
- protect opportunities for future generations by creating a positive environmental and social legacy;
- engage with local communities, indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations;

- work to understand local interests and concerns so these can be considered in Skeena's decision-making processes;
- consider indigenous knowledge and land use practices in our project plans and operations;
- protect archaeological and heritage resources within our project areas;
- support and respect internationally recognized human rights and the United Nations Declaration on the Rights of Indigenous People;
- develop and maintain strong relationships with indigenous nations founded in mutual benefits, understanding, trust, and respect;
- engage with and support the aspirations of local communities, including protecting public health and safety;
- hire local workers, provide them with training, and encourage career growth and development;
- seek to create local opportunities for local procurement, as well as local economic development, including through our supply chain;
- engage with local communities, indigenous peoples and governments to identify social investment opportunities and contribute to partnerships for community development that are congruent with local priorities and address social inequities;
- support diversity and inclusion in respect of employment and occupation;
- educate our workers, and contractors working on our behalf, on environmental and community requirements and standards for our projects;
- support creativity, research and innovation in addressing environmental and social elements related to our projects;
- maintain an Environmental Management System (EMS) that proactively identifies environmental risks and corresponding controls and mitigations, facilitates a process of continual improvement, and ensures compliance with relevant environmental laws, regulations, permit requirements, standards and voluntary commitments;
- ensure safe management of tailings and mine wastes through the mining lifecycle;
- encourage environmental stewardship and awareness among all Company Persons;
- seek to minimize our use of energy and water, reduce greenhouse gas emissions, incorporate clean energy wherever practicable, and reduce waste from our operations;
- implement progressive reclamation across our projects;
- ensure that all environmental incidents are reported, investigated and remediated; and
- maintain local biodiversity through understanding and consideration of local biological communities in project plans and operations.

This policy was adopted by the Skeena board of directors on April 19, 2022.