

## Our Vision

---

At Shore Gold Inc., we seek to provide value to shareholders by identifying, exploring, and ultimately developing quality natural resource properties in an environmentally, socially and economically responsible manner while providing employment and economic opportunities to individuals and communities.

## Our Values

---

### **Safety**

We seek to maintain a safe and healthy workplace for all employees with the ultimate goal of zero lost time incidents, and to foster company-wide awareness and cooperation in safety to develop an environment in which all employees can work safely and productively.

### **People**

We value our workforce and strive to develop a respectful and representative workplace which recognizes the diversity of individuals while promoting a team environment.

### **Environment**

We recognize and respect the inherent value of our environment and seek to minimize our impact on the environment through strategic planning, implementation of best management practices and innovation, while striving to continually improve the quality of our environmental practices.

### **Communities**

We value the communities neighbouring our operations and hope to see the quality of life of their citizens enhanced by emerging employment and business opportunities.

### **Security**

We seek to provide professional and efficient security to ensure appropriate safeguards are in place to protect our employees and assets.

## *Our Safety*

---

### **Vision**

At Shore, we seek to maintain a safe and healthy workplace for all employees with the ultimate goal of zero lost time incidents as well as to foster company-wide awareness and cooperation in safety to develop an environment in which all employees can work safely and productively.

### **Safe and Healthy Workplace**

We seek to:

- Identify, assess and manage health and safety risks
- Educate employees in best health and safety practices
- Educate employees in compliance with applicable health and safety rules and regulations
- Investigate incidents promptly and thoroughly, determine the root cause and prevent reoccurrence

### **Responsibilities**

We will:

- Accept responsibility for leadership of the Health and Safety Program, for its effectiveness and improvement, and for providing the safety measures required to ensure a safe workplace
- Ensure that employees are aware of their roles and responsibilities as key partners within all components of the Health and Safety Program

## *Our People*

---

### **Vision**

At Shore, we value our workforce and strive to develop a respectful and representative workplace which recognizes the diversity of individuals while promoting a team environment through mutual respect and cooperation.

### **Value Performance**

We seek to:

- Recruit and develop a dedicated workforce committed to the advancement of our projects
- Provide a workplace that rewards and inspires talented and motivated individuals
- Offer opportunities for growth and success, support performance excellence and foster continuous improvement in all areas of work

### **Respectful Workplace**

We strive to:

- Create and maintain a work environment in which all individuals are treated with respect and dignity
- Establish a work environment which promotes equal opportunity, cooperation and full participation for all our employees

### **Representative and Diverse Workforce**

We work to:

- Develop a workforce which represents the diversity of skills required to advance our projects
- Develop a workforce representative of the geographic areas in which we operate, including communities and cultural groups surrounding our projects

## *Our Environment*

---

### **Vision**

At Shore, we recognize and respect the inherent value of our environment and seek to minimize our impact on the environment through strategic planning, implementation of best management practices and innovation, while striving to continually improve the quality of our environmental practices.

### **Planning**

We seek to:

- Consider the environment as an integral part of all stages of project planning
- Collect and analyze meaningful environmental information to understand the potential effects of our activities on the environment
- Evaluate alternatives and maintain flexibility in project design to reduce our environmental footprint where practical
- Understand the implications of regulatory and policy changes on our projects

### **Environmental Best Management Practices**

We will:

- Strive to implement and follow environmental best management practices
- Educate employees in environmental best management practices and permit conditions relevant to their work
- Meet or exceed regulatory and industry standards

### **Innovation and Continuous Improvement**

We strive to:

- Promote a shared responsibility for environmental management with all employees
- Continually monitor, evaluate and modify our environmental practices and procedures where applicable
- Adapt to changes in regulation and the natural environment
- Use innovative solutions to reduce our environment footprint by:
  - reducing, reusing and recycling wastes
  - maximizing the benefits of any resource utilized
  - evaluating procedural alternatives and new technologies

## *Our Communities*

---

### **Vision**

At Shore, we value the communities neighbouring our operations and hope to see the quality of life of their citizens enhanced by emerging employment and business opportunities.

### **Community Involvement**

We seek to:

- Build long-term relationships with neighbouring communities
- Engage communities through open communication and mutual respect to share information and allow community partners to participate in meaningful ways
- Gather community input to shape project development
- Provide opportunities for communities to enhance their ability to participate in economic opportunities provided by our projects

### **Economic Opportunities**

We strive to:

- Work collaboratively with communities, governments and institutions to create training opportunities for skill development in industry-related occupations
- Provide employment opportunities with a focus on local participation
- Build relationships with local suppliers and businesses to obtain quality, competitively priced goods and services in a timely fashion

### **First Nations and Métis Communities**

We recognize:

- The unique position of First Nations and Métis people in Canada through their treaty and constitutional rights
- The government's duty to consult with First Nations and Métis people and will network with the government to facilitate the process where possible
- The potential socio-economic benefits of the projects for First Nations and Métis communities through employment and business participation

We work to:

- Develop meaningful engagement and communication with neighbouring First Nations and Métis communities
- Create mutually beneficial relationships with First Nations and Métis communities to promote training and recruitment of young people into trades, technical and skilled occupations

## *Our Security*

---

### **Vision**

At Shore, we seek to provide professional and efficient security to ensure appropriate safeguards are in place to protect our employees and assets.

### **Security of Employees**

We seek to:

- Ensure a safe and secure work environment
- Develop and promote a sense of security awareness as a shared responsibility for all our employees
- Ensure professionalism, co-operation, sensitivity, and mutual respect are maintained throughout security programs and initiatives

### **Security of Assets**

We strive to:

- Limit the possibilities for theft and ensure the protection of our assets by planning and coordinating effective and efficient security initiatives

### **Fostering Stakeholder and Partner Confidence**

We work to:

Foster stakeholder and partner confidence by ensuring a consistent standard of enhanced security