



## **ENVIRONMENTAL, HUMAN RESOURCES, SAFETY & COMMUNITY POLICY**

### **ENVIRONMENTAL POLICY**

#### ***Introduction***

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Silver Elephant Mining Corp. (the “Company” or “we”) is committed to standards of excellence in our environmental practices. We will meet all legal requirements applicable to our activity. Where feasible, we will exceed the legal requirements. Where there are no applicable legal standards, we will apply responsible practices. To this end, we expect our employees to (1) comply with applicable environmental requirements; (2) seek guidance when they are unsure of the standards; (3) consider what extra steps we may follow to enhance our environmental performance; and (4) report violations or suspected violations to the appropriate person(s).

#### ***A. General***

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The Company adheres to an environmental policy which recognizes that the protection of the natural environment during the course of our exploration, mining, processing and closure activities is an integral part of our business and a key corporate value. Our current environmental management practices comply with the international regulatory requirements which govern our business. However, we are committed to raising our own standards, and continuously improving our environmental sustainability strategies. To achieve this the Company is committed to:

- Observe and adhere to the applicable laws and regulations of the host country as the minimum standard.
- Take account of external codes and recognise that others may use these to gauge the Company’s environmental management performance.
- Communicate meaningfully with governments, civic leaders and other stakeholders, to develop a mutual understanding of environmental management issues and performance.
- Ensure that environmental management plans are integrated with day-to-day activities, safe work practices and appropriate levels of community engagement.
- Select and develop employees, contractors including service providers and suppliers, with the appropriate competencies to deliver to the level required to meet our environmental standards.
- Provide sufficient resources to achieve the levels of environmental management protection required including capacity for continuous improvement.

- Establish accountabilities for environmental protection accompanied by measurable objectives, targets and performance indicators.
- Engage in partnerships that enhance the capabilities of the Company's environmental management performance.
- Report on our environmental management performance and progress regularly and appropriately to our shareholders and other stakeholders.

### ***B. Management Responsibility to the Environment***

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The Company believes good environmental stewardship is critical to realising its corporate vision as a responsible mining company. As the Company operates through the involvement of its "people," it is heavily reliant on individual and collective behaviour to implement the undertakings of this Environmental Policy. Accordingly, the Board of Directors and the Chief Executive Officer have a firm expectation that the Company will resource and communicate the expectations of this policy to people working for, and on behalf of, the Company.

### ***C. Employees Responsibility to the Environment***

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The Company requires all its employees and contractors to comply with and support the Company's Environment Policy and to ensure that they:

- Follow established operational procedures, guidelines and instructions.
- Report and respond to environmental incidents and hazards in a timely fashion.
- Abide by the applicable laws and regulations of the host country.
- Evaluate and respond to risks which could adversely impact people or the environment.
- Ask questions of their supervisor when unsure about environmental issues.

## **HUMAN RESOURCES**

We are committed to having an employment environment that is supportive and that demonstrates the value that we place on teamwork and individual contributions. We expect all of our employees to treat their fellow employees with the courtesy, dignity and respect that they would like to receive. An integral part of that policy is that the Company does not practice or permit discrimination against any person because of race, colour, religion, national origin, sex, sexual orientation, age or disability. We are also committed to having a friendly workplace that is free of harassment, intimidation and hostility. Not only is it the law; it is good practice.

We are committed to treating all of our employees fairly. To that end, we encourage our employees to proactively confer with the appropriate person if they have employment related issues that they believe should be addressed.

We want to be known as the employer of choice in every community in which we operate.

## **SAFETY POLICY**

### ***Statement of Purpose***

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Ensuring the safety of people affected by our operations is the Company's most fundamental responsibility. We emphasize effective safety leadership, a proactive approach to risk recognition and the kind of engagement with our staff which encourages good judgment and safe behavior. Safety is a value championed across the entire Company's organization from our Board to the teams working on our job sites. Our goal is to instill in everyone an awareness of risk, and a sense of interconnectivity – that the decision-making of individuals always has consequences for others.

We expect all of our employees to comply with all applicable health and safety requirements and policies. The health and safety of all of our employees, and all who come in contact with our company locations, is paramount. In addition to following all applicable laws and company safety policies, we expect all of our employees to follow best practices in matters involving health and safety. We are committed to the policy that "it is always better to be safe than sorry!"

Management addresses how people perceive risk and emphasizes the development of our employees' competency to identify, understand, and manage it. The program's emphasis is on training. We encourage our people to ask "what if" to ensure that risks are identified, and we foster an environment where risk can be discussed openly. Within this framework, employees in all parts of the organization are encouraged to accept accountability for each other's safety every day.

We are committed to the ongoing review and improvement of our safety management strategies as we grow.

#### ***i. Strategic Safety Leadership***

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Our management team establishes a culture of safety through education. The emphasis is on training and having safety as a core value.

#### ***ii. Awareness of Our Risks***

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Our management is proactive. Both dynamic as well as systematic, safety reporting is focused on current and leading indicators, not lagging indicators such as injuries. With this approach we can better anticipate and assess risks, and work to control them

#### ***iii. Focusing on our People***

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Our management addresses how people perceive risk, so that our protocols and monitoring processes can be more effectively aligned to our activities. We strive to improve the competency of our people to identify, understand and manage risk.

#### ***iv. Emphasis on Balance***

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We encourage our people to ask questions such as "What if...?" to ensure that risks are identified and discussed, and we empower them to take individual responsibility and accept accountability for safety every day. Safety is an integral part of our business activities.

## **COMMUNITY POLICY**

The Company is committed to maintaining the best possible relationships with the communities in which we operate. We cannot function as a company unless we are accepted in the communities in which we operate, and we cannot be accepted in our communities unless we act responsibly toward our neighbors and those who are impacted by our activity. We must remember that in many instances we are guests in the community and that if we eventually leave, the community and its members will remain in place. If we are to be welcomed in other communities in the future, it is imperative that we leave a legacy of good will in those places where we have conducted business in the past.

The Company's policy is to make positive contributions to the communities in which we operate, including encouragement of local employment in our operations and financial contributions to an appropriate extent, so that the community is enriched by our presence. We also encourage all of our employees to participate in community activities.

Our suppliers and customers are critical to our success in many ways. We are committed to maintaining honest and mutually beneficial relationships with our suppliers and customers. We expect to be treated fairly by our suppliers and customers, and our suppliers and customers are entitled to the same treatment from us. Our reputation for fair dealing will serve to benefit us whenever and wherever we engage in business.

Our relationships with governmental entities can be especially important in our success as a company. We are committed to dealing in an honest and forthright manner with all governmental entities with which we have relationships. While we will exercise and protect our legal rights, we will also cooperate with all governmental entities in recognition of our civic duties.

Our employees make our Company successful in many ways. We recognize their participation and importance through our commitments to human resources and health and safety.

Our shareholders are our most important stakeholders. As the owners of the Company, they have entrusted us with the care of their assets, and they rely on us to manage those assets responsibly, with a view to providing them with a suitable return on their investment. We are committed to managing their assets responsibly and to providing them with timely and complete disclosure.

Reviewed & Approved by the Corporate Governance  
& Compensation Committee on October 21, 2020

Approved by the Board of Directors on November 25, 2020