



WORKPLACE HARASSMENT AND WORKPLACE VIOLENCE POLICY

Osisko Metals Incorporated is committed to providing a work environment in which all individuals are treated with respect and dignity and is committed to the prevention of workplace harassment and workplace violence. Osisko Metals Incorporated is ultimately responsible for worker health and safety, and we will take whatever steps are reasonable to protect our workers from workplace harassment and workplace violence from all sources, as harassment and violence will not be tolerated from any person in the workplace. Managers, supervisors and employees are expected to uphold this policy, and will be held accountable by the employer.

Workplace violence is an occupational health and safety hazard. Workplace violence can be defined as:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or,
- A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Some of the types of violence that workers could experience in the workplace include hitting, pushing, physical assault, sexual assault, stalking, criminal harassment, robbery, or threats of violence. Violent behaviour in the workplace is unacceptable from anyone. This policy applies to all Osisko Metals Incorporated employees, all visitors, and all contractors. Any worker found to be engaging in any form of workplace violence will be terminated.

Workplace harassment means engaging in a course of vexatious comment or conduct against an employee in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome. This definition of workplace harassment is broad enough to include harassment prohibited under the applicable provincial labour standards as well as “psychological harassment” or “personal harassment.” Some of the types of harassment that employees could experience in the workplace include sexual harassment, teasing, intimidating or offensive jokes or innuendos, display or circulation of offensive pictures or materials, unwelcome, offensive, or intimidating phone calls, or bullying. Leering, unwelcome gifts or attention, offensive gestures, or spreading rumors could also be considered harassment.

Harassment may also relate to a form of discrimination as set out in the applicable provincial labour standards, but it does not have to.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.

Employees are encouraged to report any incidents of workplace harassment and violence. In the event that workplace harassment or violence has occurred or has been perceived to have occurred, employees are encouraged to immediately speak to their supervisor. Employees should know that there will not be any negative consequences for reports made in good faith.

Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment and violence, in a fair and timely manner while respecting employees' privacy as much as possible. Noncompliance with this policy will result in corrective measures up to and including termination. Nothing in this policy prevents or discourages an employee from filing an application with the applicable provincial Human Rights Agency. An employee also retains the right to exercise any other legal avenues that may be available.

There is a Workplace Violence and Harassment Program that implements this policy. It includes measures and procedures to protect workers from workplace violence and/or harassment, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns. Osisko Metals Incorporated, as the employer, will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

A handwritten signature in blue ink, appearing to read "Robert Wares", written over a horizontal line.

Robert Wares

Chief Executive Officer

Approved by the Board of Directors on May 25, 2020