



## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

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### **OBJECTIVE AND SCOPE**

This Occupational Health and Safety ("OHS") policy (the "Policy") applies to Critical Elements Lithium Corporation ("Critical Elements" or the "Corporation") and its directors, officers and employees, as well as its subsidiaries, divisions, affiliates and their respective directors, officers and employees, regardless of their position within the Corporation, at all times and everywhere the Corporation conducts business.

Critical Elements embraces values, such as care, respect, accountability, integrity and collaboration. The Corporation aspires to be a responsible supplier of lithium to the flourishing electric vehicle and energy storage industries. Its vision and the realization of its Rose Lithium-Tantalum project can only be achieved through the involvement of its managers, employees, consultants and contractors. To realize its aspirations, the health and safety of the Corporation's human resources are essential.

The objective of this Policy is to provide a framework for measuring the performance of Critical Elements' activities, ensuring compliance by the Corporation and its staff with applicable OHS regulations and commitments.

### **POLICY CONTROL**

The ESRC Committee, certain managers and the Corporation's directors review and evaluate this Policy annually. The Corporation's management reserves the right to make changes to this Policy as it deems necessary.

### **POLICY COMMITMENT**

The Corporation's management is committed to:

- comply with the laws and regulations in force applicable to it;
- foster a culture of health and safety throughout all the company's activities;
- implement mechanisms to identify risks and mitigate or eliminate them;
- invest in innovative technologies designed to reduce risks to employee health and safety;
- maintain workplaces free from violence and harassment;
- train and inform its employees on aspects of their work and associated residual risks;
- pursue the development of all its managers and employees towards a proactive approach to accident prevention and risk management;

- develop rules and procedures based on industry best practice;
- set up facilities to reduce exposure to harmful substances and establish appropriate monitoring mechanisms;
- carry out incident/accident investigations and analysis to identify causes and take appropriate corrective action;
- encourage employee participation in identifying risks, finding safe methods and adopting safe behavior on a day-to-day basis;
- establish OHS performance indicators and evaluate their achievement;
- implement continuous improvement mechanisms aimed at enhancing the safety of its equipment, processes and facilities;
- promote communication and sharing of OHS best practices within the mining industry.

The implementation of this Policy requires the involvement of management, managers, OHS committees and all employees. Management firmly believes that all the initiatives undertaken will make health and safety a lasting organizational value for the well-being of all.

#### **COMMUNICATION OF THE POLICY**

This Policy will be posted on the Corporation's website at [www.cec corp.ca/corporate-profile/governance/](http://www.cec corp.ca/corporate-profile/governance/).

#### **QUERIES**

If there are any questions about how this Policy should be followed in a particular case, please contact the Chief Executive Officer.

Date of approval by management: September 17<sup>th</sup>, 2024