



POLICY ON NON-SMOKING ENVIRONMENT

OBJECTIVE AND SCOPE

This Non-smoking Policy ("Policy") applies to Critical Elements Lithium Corporation ("Critical Elements" or "Corporation") and its directors, officers, and employees, as well as its subsidiaries, divisions, affiliate companies and their directors, officers, and respective employees, regardless of their position in the organization, at all times and everywhere the Corporation does 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 human resources are essential.

The Corporation has a duty to protect the health and safety of its employees, contractors, subcontractors and visitors, in compliance with the standards set out in the Canadian Charter of Rights and Freedoms, in order to ensure the safety of its operations. As a responsible corporation, the Corporation complies with the Canadian Tobacco Act, which prohibits smoking in workplaces and public places.

The purpose of this Policy is to take the necessary measures to comply with respecting the Occupational Health and Safety Act ("OHSA"), to improve and protect the health of employees, to improve air quality in the workplace and to provide smoke-free working and living environments.

POLICY CONTROL

The Corporation's management reviews and evaluates the present Policy annually. The Corporation's management reserves the right to make changes to this Policy as it deems necessary.

RESPONSIBILITIES

The Director of Human Resources and Talent Acquisition, in collaboration with the person responsible for occupational health and safety, establishes the Corporation's smoking Policy.

They ensure that the Policy is communicated to management and supervisors, as well as to all employees, and that it is applied in a consistent and compliant manner.

All supervisors, directors and other people in positions of authority in the workplace must apply this Policy and ensure that it is respected.

DESCRIPTION

The Corporation prohibits smoking and vaping in all its workplaces, including, but not limited to, the following:

Offices;	Warehouses;
Cafeteria;	Garages;
Rooms;	Workshops;
Corridors;	Infirmaries;
Bathrooms;	Porches;
Rest areas;	Drys;
Training rooms or others;	Processing Plant;
All places that are equipped to eat meals;	
All means of public transport; and	
All vehicles carrying at least two people used in the course of work.	

Smoking and vaping are permitted in designated areas on Corporation property, which areas shall be at least 9 meters from buildings.

RIGHTS AND RESPONSIBILITIES

Since it is the Corporation's responsibility to prove that it does not tolerate smoking in prohibited areas, it is the responsibility of each supervisor to ensure that no one smokes in prohibited areas in order to enforce this Policy. Warnings will be issued to anyone who:

- Obstructs the application of the Policy; or
- Violates the Policy.

Any employee who fails to comply with this Policy is liable to severe disciplinary action, up to and including dismissal. Similarly, any visitor, supplier or contractor who fails to comply with this Policy may be denied access to Corporation's properties.

COMMUNICATION OF THE POLICY

This Policy will be posted on the Corporation's website at 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 17th, 2024