 VICTORIA GOLD CORP TSX VGCX	Victoria Gold Policy		
	Corporate Human Rights Policy		
Department:	Human Resources	Document Number:	VGC-POL-HR-013
Section:	Company Wide	Issued Date:	November 8, 2023
Replaces:		Revision:	0
Approved By:	Corporate Office – President and Chief Executive Officer		


Victoria Gold respects the human rights of all individuals impacted by our operations and our ongoing activities. The Company strives to avoid causing or contributing to any human rights violations.

The Company has adopted a zero-tolerance position when it comes to any human rights violations committed at any of our locations, by any employee, work partner or third-party contractor engaged to act on our behalf.

This Policy sets out the Company’s commitments with respect to human rights.

Commitments:

- Recognize and respect internationally human rights comprising, at a minimum, rights related to working conditions, freedom of association, maximum working hours, minimum wages, peaceful assembly, and equal opportunity.
- Fulfill all commitments and obligations entered into with the First Nation of Nacho Nyak Dun.
- Avoid causing or contributing to adverse human rights impacts through its business operations and will address and resolve any impacts should they arise.
- Not discriminate against any individual based on race, religion, ethnicity, national origin, colour, gender, age, sexual orientation, citizenship, marital status, pregnancy, disability or any other legally protected characteristic unrelated to an individual’s ability to perform an assigned task.
- Adopt a stance of zero-tolerance of any human rights violations caused by any employee, work partner or third-party contractor engaged to conduct work on our behalf.
- Prioritize initiatives to foster a safe, just, and favourable workplace culture for our workforce and third-party contractors.
- Oppose all forms of slavery, forced or compulsory labour and child labour, both within the Company and within our supply chain.
- Treat all stakeholders with respect and in all dealings treat stakeholders fairly and without discrimination or harassment.
- Ensure the presence and effective implementation of value and supply chain policies that clearly communicate the Company’s requirement of our business partners, contractors, and suppliers to respect human rights.

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- Recognize that local communities, stakeholders, and Indigenous Peoples have a role to play in the development of projects likely to have an impact on their lives and engage them for input and feedback.
- Maintain formal mechanisms such as the Whistleblower Policy for aggrieved parties to submit and resolve complaints related to human rights matters or alleged violations.
- Periodically review this Policy and its implementation with a goal of continuous improvement in relation to human rights.

The Company’s Executive Committee has direct accountability for the implementation of this Policy, including establishing initiatives and objectives that promote and support this, Policy.

John McConnell
President and Chief Executive Officer

REVISION HISTORY

Revision	Approval Date	Approval By	Comments
0	November 8, 2023	President and Chief Executive Officer	New Corporate Policy - Issued for Use