



Indigenous Engagement Policy

Talisker Resources Ltd. (“Talisker”) recognizes the rights and title of Indigenous Peoples. Talisker respects and acknowledges the importance of reconciliation, the United Nation Declaration on the Rights of Indigenous People and the commitments that the Government has made to protect these rights.

Talisker recognizes the diversity of Indigenous Peoples and their communities and view them as valued partners who have the right to be consulted and informed at all stages of the exploration process. Talisker is committed to actively engaging with Indigenous Peoples and their communities through all stages of the exploration process and will strive to develop mutually beneficial sustainable relationships. These relationships will be built on trust, transparency and ongoing open and honest communication.

Specifically, Talisker is committed to working with the Indigenous communities to:

- Incorporate traditional ecological knowledge in reclamation plans and practices.
- Foster a strong relationship by creating a cultural awareness program requirement for all our employees and contractors. This program will be site specific but can include Indigenous activities, culture, history and spiritual connection to their traditional lands, flora and fauna.
- Implement a clear and effective archeological chance find procedure.
- Minimize and mitigate the impact of exploration activities on traditional lands.
- Develop and maintain direct, transparent communication channels with Indigenous communities.
- Provide updates with explanation of the stages and outcomes of the exploration process.
- Train, provide professional development and subsequent employment of Indigenous members, in particular Indigenous youth, where appropriate positions exist, and candidates are available.
- Where appropriate, develop business relationships with existing Indigenous corporations and businesses relevant to the stage of exploration being conducted.

Talisker will provide leadership on their projects to ensure this is a shared policy with all affiliates, employees, consultants and contractors.

This policy will be reviewed periodically to ensure it remains current and reflects our commitments to our relationships.

Approved and adopted by the Board of Directors on January 13, 2020.