



HUMAN RIGHTS POLICY

Introduction

Clearview Resources Ltd. (“**Clearview**” or the “**Corporation**”) is committed to high ethical standards, including respect for human rights as an integral part of our commitment to sustainability.

The requirements set forth in this Human Rights Policy (the “**Policy**”) outline the principles embedded in our business operations and applies to all Clearview employees and third-parties, including consultants, contractors and suppliers who act on our behalf. Business partners, including joint venture partners, are expected to abide by principles that are compatible with our own.

The Policy should be read in conjunction with Clearview’s Code of Conduct and Whistleblower Policy.

Responsibilities

Any action that violates or might reasonably be expected to lead to or result in a violation of this Policy is strictly prohibited and will not be tolerated. This Policy is reviewed and approved by the Board of Directors (the “**Board**”) of the Corporation.

Ethical Business Conduct

Clearview employees and third-parties have the right to work in an environment of mutual trust and respect where everyone is treated fairly without discrimination. In alignment with the Code of Conduct and Respect in the Workplace Policy, Clearview does not tolerate conduct that is abusive, harassing, offensive, or discriminatory.

Forced Labour

No employee, third-party, or any other persons that perform work on behalf of Clearview will participate in or allow forced labour, as defined in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), to occur.

All labour conducted on behalf of Clearview must be done voluntarily and without the threat of punishment or consequence. Any labour that is forced, coercive, or unpaid in any form is illegal and will not be tolerated.

Child Labour

No employee, third-party, business partner or any other persons that perform work on behalf of Clearview will participate in or allow child labour, as defined in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), to occur.

Clearview follows and expects that any third-parties or business partners follow all the child labour, youth employment or equivalent laws and regulations within the regions which they operate.

Human Rights Due Diligence

Due diligence measures will be taken on all suppliers to assess for potential human rights risk to Clearview's supply chains. If there is evidence of risk, Clearview will in the first instance, work with suppliers to identify appropriate remedies, and if this is not feasible, reserves the right to terminate the business relationship.

Monitoring, Evaluating & Reporting

Clearview shall regularly monitor the implementation and effectiveness of this Policy, taking into account evolving human rights laws, policies and practices. Clearview will report on the organization's human rights impacts in accordance with regulatory requirements.

Reporting a Complaint

Any person with reason to believe that this Policy is not being followed by a Clearview employee, third-party or business partner shall in the first instance, contact their immediate supervisor. If the person feels uncomfortable contacting management directly, they may make a confidential report in accordance with the procedures described in the Whistleblower Policy.

Where appropriate, any concerns raised may be investigated by management, the Board or Clearview's legal counsel. Where concerns turn out to be legitimate, Clearview will take appropriate measures to address the matter, up to and including termination of employment or employment contracts, termination of supply contracts, and if warranted, further legal action at the sole discretion of Clearview.

Training

Clearview employees and third-parties, including consultants, contractors and suppliers, who act on our behalf, and business partners, including joint venture partners, have an obligation to familiarize themselves with this Policy. If any individual is seeking additional training on human rights, Clearview will facilitate or provide that training.

Approved by the Board of Directors on November 26, 2024.