



Respectful Workplace Policy

Purpose

IsoEnergy Ltd. ("IsoEnergy" or "Company") is committed to providing a respectful workplace where all people are treated with respect and dignity. All personnel share the responsibility for promoting and maintaining a harassment and violence free workplace. IsoEnergy acknowledges its responsibility for ensuring that our managerial practices comply with occupational health and safety and human rights legislation of every jurisdiction in which we operate. IsoEnergy is committed to taking timely and effective corrective action respecting any person under our direction who subjects another to harassment and/or violence.

Scope and Application

This Policy applies to all IsoEnergy directors, officers, and employees as well as all IsoEnergy consultants, contractors, and agents. In this Policy, IsoEnergy and our subsidiaries and affiliates, wherever located, are referred to as "IsoEnergy", or the "Company".

This Policy applies to all activities that occur while on Company premises or while engaging in Company business, activities, or social events.

This Policy is directed primarily at IsoEnergy employees. However, appropriate conduct is a requirement of all other personnel on all Company workplaces, including consultants, contractors, and agents. Consultants, contractors and agents are responsible for fulfilling their legal duties with respect to providing a respectful workplace while on IsoEnergy premises in accordance with this Policy.

Appendix "A" applies to Saskatchewan and contains specific definitions and statements required in Saskatchewan. To the extent there is any direct conflict between Appendix "A" and the remainder of this Policy, Appendix "A" will take priority in Saskatchewan. Company worksites in jurisdictions outside of Saskatchewan will require a review of applicable workplace harassment and violence legislation and implementation of this Policy should be tailored accordingly.

Assurance of Fair Treatment and Open-Door Practice

Every employee has the right to a prompt and just resolution of problems and concerns through the Company's open-door practices. The Company promotes ongoing, open communication between employees and management.

Good communication is essential to the well-being of IsoEnergy since problems, questions, concerns, or complaints which are left unresolved negatively impact our work environment.

All harassment or violence-related concerns arising from Company premises or work activities will be handled without delay in a confidential and fair manner. Employees should first discuss the situation with their

immediate supervisor or manager. However, if the employee is not satisfied with the supervisor's or manager's response, or if, for any reason, the employee does not wish to bring the problem to the supervisor's or manager's attention, he or she may present the concern directly to the President or CEO.

No employee will suffer retaliation, loss of pay or benefits, or other negative consequences for raising legitimate workplace concerns or problems with the Company under this Policy.

A. Harassment

Definition

For Saskatchewan sites, harassment is defined in Appendix "A". Unless harassment is otherwise defined in an appendix to this policy, harassment refers to:

Discriminatory Harassment - Any inappropriate conduct, comment, display, action or gesture by an individual that is made on the basis of race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin or any other ground prohibited by local human rights legislation.

Sexual Harassment - A prohibited ground of discriminatory harassment which may include conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited or unwelcome. Sexual harassment may involve repeated conduct or a single, serious incident.

Personal Harassment - An inappropriate conduct, comment, display, action or gesture by an individual that adversely affects another's psychological or physical well-being, and which the alleged harasser knows or ought to reasonably know would cause the individual to be humiliated or intimidated. Personal harassment is sometimes referred to as "bullying". Personal harassment may involve repeated conduct or a single, serious incident.

Examples of harassment include, but are not limited to:

- Using offensive nicknames, telling offensive jokes or making inappropriate innuendoes;
- Using racist language, slurs, derogatory comments, and stereotypes;
- Displaying lewd or offensive photographs or drawings;
- Posting offensive or inappropriate comments online;
- Suggesting that sexual activities would affect one's job, promotion, performance evaluation or working conditions, particularly when the suggestions are made by a person in a position to confer a benefit on the individual in question where the person making the solicitation knows or ought reasonably to know that it is unwelcome; and/or
- Other conduct that, even if not objectionable to some, creates a working environment that may be considered by others to be hostile or offensive.

What is not harassment?

Harassment does not include any reasonable actions taken by IsoEnergy, a manager or supervisor relating to the performance, management and direction of an employee's work or the workplace.

Managing, counseling, coaching, performance appraisal, work assignment and implementation of disciplinary

action done in a reasonable manner are not harassment, and this Policy does not restrict manager and/or supervisor responsibility in these areas.

B. Violence

Definition

Violence means the attempted, threatened or actual conduct of a person that causes or is likely to cause injury and includes any threatening statement or behavior that gives a person reasonable cause to believe that they are at risk of injury where the action is work related or at a work site.

Violent threats or acts refer to those initiated by any workplace personnel or member of the public.

Examples of violence include, but are not limited to:

- a) Threatening behavior such as shaking fists, destroying property or throwing objects;
- b) Verbal or written threats that express intent to inflict harm;
- c) Physical attacks; and
- d) Any other act that would arouse fear in a reasonable person in the circumstance.

Violence Risk Identification

Each Company workplace will undergo an assessment of the reasonably foreseeable risks of violence. The assessments will consider the threats that may arise from worksite personnel or from personnel external to the worksite. The assessments are led by the Vice-President Exploration or designate in consultation with the worksite Occupational Health Committee (OHC) or, if there is no OHC, the designated health and safety representative.

Identified risks of violence will be evaluated to determine if existing controls are adequate to either prevent the risk from arising or mitigating its effect if it does arise. Any new mitigative measures will be identified for management consideration and, if approved, action. If IsoEnergy declines to act on any specific recommended actions arising from the risk assessment, IsoEnergy will do so in writing to the OHC or health and safety representative with the rationale for the decision.

All such risk assessments will be documented in a standard format and retained for reference. The assessments will undergo review at least annually through the OHC or health and safety representative. The reviews will consider issues such as any new information about violence risks, or changes to the nature and scale of worksite activities.

Contractors performing their own violence risk assessments relating to an IsoEnergy worksite are expected to inform their IsoEnergy contact of the results or any specific concerns requiring IsoEnergy response.

Informing Workers of Violence Risks

Workplace personnel, whether employees or contractors, will be informed of the results of the worksite's initial violence risk assessments and any updates.

If an employee is at an increased risk of being subject to violence in the workplace, the Company will inform

employees of the nature and extent of the risk from potential violence, except if the disclosure is prohibited by law. The Company will disclose any information in its possession related to the risk of violence from persons who have a history of violent behaviour and whom employees are likely to encounter in the course of their work.

Violence Prevention

- Remain calm if encountering an irate or otherwise threatening individual. This may help to calm the person down. Attempt to avoid any words or actions that might escalate the situation.
- If the situation persists, attempt to obtain help from others, including activating workplace emergency protocols as appropriate.
- Report any suspicious people or activity to the workplace manager.
- Contact law enforcement if needed, recognizing that for remote workplaces there may be significant delay before they can respond to the scene.
- For people working alone or working in isolated locations, arrange in advance for an effective means of communication (two-way radio, satellite phone, etc.). Arrange for periodic check-ins as appropriate.

C. Prohibited Conduct

No employee will subject any other person to harassment or violence or create conditions that support harassment or violence. Any workplace personnel who subject another person to harassment or violence may be subject to disciplinary action up to, and including, dismissal or termination of contract or consulting arrangement.

D. Responsibilities

IsoEnergy will:

- provide an environment that is free from harassment and violence;
- communicate the nature and extent of any reasonably foreseeable risks associated with harassment or violence;
- inform employees regarding who to contact with concerns about this Policy or when reporting an incident;
- engage employees in the development, maintenance and communication of this Policy;
- maintain full pay and benefits for any employee exercising their rights under this Policy;
- provide adequate resources and arrange for a timely investigation of any allegations of harassment or violence in accordance with this Policy;
- identify training needs for workplace personnel and provide training on this Policy; and
- report any criminal behavior to the applicable law enforcement agency.

Supervisors will:

- provide for the physical safety of employees if an incident of harassment or violence occurs or if the Company is aware of a credible threat of such;
- immediately notify his or her manager regarding any allegations of workplace harassment or violence associated with the workplace;
- recommend that anyone who has experienced harassment or has been exposed to a violent incident at the workplace consult with a physician for treatment or seek post incident counseling; and
- actively participate in and support any investigation conducted in accordance with this Policy.

Employees will:

- refrain from all acts of harassment and violence and act respectfully towards other individuals while at work or while participating in any work-related activity including any Company-sponsored social events;
- report acts of harassment or violence to his or her immediate supervisor or manager as soon as possible to ensure his or her own safety and the safety of others and to facilitate appropriate and timely action in response;
- use all protective means to prevent or mitigate violence in accordance with training provided; and
- respect confidentiality and co-operate, with any efforts to investigate and resolve complaints of harassment and violence arising under this Policy.

Contractors will:

- maintain responsibility for fulfilling all applicable legal requirements with respect to workplace harassment and violence prevention and management in accordance with this Policy; and
- inform IsoEnergy in a timely manner concerning any allegations or incidents of harassment or violence that is related to their work on IsoEnergy premises or worksites.

Employees can expect:

- to be treated with respect in the workplace;
- that reported harassment or act of violence will be dealt with in a timely and effective manner;
- to have a right to a fair process and, to the extent the Company may reasonably do so, to have confidentiality respected during an investigation; and
- to be protected against retaliation for reporting alleged harassment, an act of violence or cooperating with an investigation.

E. Reporting Alleged Incidents or Concerns

Reporting Harassment

Informal - If an employee feels that they are subject to conduct that they consider to be harassment, the employee is encouraged, where appropriate, to make it known to the individual who is engaging in such conduct that the conduct is unwelcome and should cease. This may be verbal or in writing. Record any response from the individual.

Formal - Where the informal process is unsuccessful, or the employee is not comfortable addressing the issue directly, the employee should document the details of the alleged harassment (including name(s) of the alleged harasser(s), date, time(s), place(s), particulars of the alleged harassing event(s), and name(s) of witness(es), if any) and submit a written report to the employee's immediate supervisor or manager.

In the event that an employee is affected by an act of harassment, the employee should promptly report the incident to their supervisor or manager. Alternatively, employees may choose to file a formal written complaint respecting an act of violence with the President or CEO. Employees may ask for support from a supervisor or manager, to communicate their complaint.

Reporting Violence

All workplace personnel have a responsibility to assist in providing a safe workplace. To achieve this, all workplace personnel will promptly communicate any issues relating to the risk of workplace violence.

In the event that an employee witnesses an act of violence or is directly affected by an act of violence, the employee should promptly report the incident to their supervisor or manager. Alternatively, employees may choose to file a formal written complaint respecting an act of violence with the President or CEO. Employees may ask for support from a supervisor or manager, to communicate their complaint.

The incident may be reported externally as well, where appropriate, to the appropriate body or law enforcement authorities. IsoEnergy will submit a report of injury to the workers' compensation body in the jurisdiction following any workplace violent incident if the employee sustains an injury or attends counseling.

F. Investigating Formal Complaints

The Company will document all incidents of alleged harassment and violence. All reports of harassment or violence will be investigated through the workplace OHC or health and safety representative. Such incidents may also be subject to investigation by law enforcement authorities which may impact the manner in which IsoEnergy's investigation is performed.

When a written complaint or report is received, this Policy will be reviewed with the complainant before proceeding. Upon confirming the complainant's report, the alleged perpetrator will, if possible, be notified and provided with information concerning the circumstances of the report. If there is sufficient basis in the written report or if the Company otherwise deems it necessary to do so, an investigation into the conduct contained in the report will be commenced. Where appropriate, and at the Company's discretion, an external and/or independent investigator may be appointed. To maintain confidentiality and at the discretion of the Company, any investigations performed relating to harassment or violence events may be performed in a manner that differs from routine Company health and safety investigative processes. The conclusion of the investigation will be made known to the complainant, and if necessary, to the accused.

Where the harassment or act of violence is substantiated, the Company will take appropriate corrective action and/or disciplinary action, up to and including termination of employment, contract or consulting arrangement. Where appropriate, the Company may also report the matter to law enforcement authorities.

Where the harassment or act of violence is not substantiated, no action will be taken against an individual who made the allegation in good faith.

Where, however, an allegation of harassment or act of violence is found to have been fraudulent, malicious, vexatious, demonstrates collusion or otherwise is made in bad faith, the individual who made the allegation may be subject to disciplinary or other action, up to and including dismissal or termination of contract or consulting arrangement.

The Company will not disclose the name of a complainant or the accused or the circumstances related to the complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking corrective action with respect to the complaint, or as required by law.

G. Training and Informing Workplace Personnel

IsoEnergy will:

- provide training to employees and contractors on this Policy during initial workplace orientation;
- provide training on the means to recognize potentially violent situations;
- provide training on workplace-specific procedures, work practices, administrative arrangements and engineering controls that have been developed to minimize or eliminate the risk to workers;
- provide training on the appropriate responses of workers to incidents of violence, including how to obtain assistance and report the incidents;
- inform employees and contractors about how to access the current Policy at any time;
- inform employees and contractors to inform their supervisor about any concerns with this Policy or workplace risks or incidents involving harassment or violence;
- inform employees and contractors about any revisions to the Policy; and
- inform employees and contractors about the nature and extent of any violence risks based on the most recent risk assessment and the required means to prevent or mitigate potential harm.

H. Additional Information

Duty to Cooperate

All workplace personnel, including consultants, contractors and agents have a duty to cooperate with any investigation conducted in accordance with this Policy while maintaining obligations of confidentiality. If any person fails to cooperate or provides false information in an investigation, IsoEnergy will take appropriate corrective action.

Documentation Security

All written reports, response statements, witness statements, interview notes and other documentation gathered as part of an investigation will be securely stored in a confidential investigation file.

Confidentiality

All parties to any complaint or investigation under this Policy will respect the confidentiality of the process. Failure to respect confidentiality may lead to disciplinary or other action, up to and including dismissal or termination of contract or consulting arrangement.

Temporary or Interim Measures

If an allegation of harassment or violence arises, the Company has full discretion to take whatever temporary interim measures that are deemed appropriate to ensure the workplace remains safe and productive and/or helps to facilitate an investigation under this Policy. This may include but is not limited to, removing an individual from the workplace.

Variation from the General Process

The steps set out above and the manner in which an investigation is carried out are intended to be flexible in order to permit the Company to properly respond to the specific circumstances. IsoEnergy reserves the right

to engage in a different procedure as deemed appropriate in any given circumstance. If an individual does not proceed with a formal report of harassment or violence or decides to later withdraw a written report, the Company may still initiate a formal investigation of the conduct reported if deemed necessary to ensure the health and safety of persons at the workplace or to comply with applicable laws.

Consequences of Non-Conformance

Conformance with this Policy is a condition of employment. Policy violations may result in severe consequences, which could include dismissal or termination of contract or consulting arrangement.

Other Options

This Policy does not discourage or prevent employees from exercising their legal rights, actions or remedies under any law, including but not limited to human rights legislation.

I. Revisions

IsoEnergy will review this Policy at least every three years and update it as required to ensure it accurately reflects the nature and scale of harassment and violence environment and the Company's management plans.

Appendix “A” – Saskatchewan Specific Definitions and Statements

Harassment

IsoEnergy is committed to providing a work environment free of harassment, and to making every reasonably practicable effort to ensure that no employee is subject to harassment. Each and every employee is entitled to employment free from harassment.

“**Harassment**” is defined in section 3-1(l) of *The Saskatchewan Employment Act* and encompasses harassment based on prohibited grounds and personal harassment:

3-1(l) “harassment” means

- (i) any inappropriate conduct, comment, display, action or gesture by a person towards a worker:
 - (A) that either:
 - (I) is based on any prohibited ground as defined in *The Saskatchewan Human Rights Code, 2018*, [which currently includes: religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, and gender identity] or physical size or weight; or
 - (II) subject to subsections (4) and (5), adversely affects the worker’s psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and
 - (B) that constitutes a threat to the health or safety of the worker;
- (ii) any conduct, comment, display, action or gesture by a person towards a worker that:
 - (A) is of a sexual nature; and
 - (B) the person knows or ought reasonably to know is unwelcome;

...

(4) To constitute harassment for the purposes of paragraph (1)(l)(i)(A)(II), either of the following must be established:

- (a) repeated conduct, comments, displays, actions or gestures;
- (b) a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the worker.

(5) For the purposes of paragraph (1)(l)(i)(A)(II), harassment does not include any reasonable action that is taken by an employer, or a manager or supervisor employed or engaged by an employer, relating to the management and direction of the employer’s workers or the place of employment.

Harassment is also prohibited pursuant to *The Saskatchewan Human Rights Code, 2018* (the “Code”), Sections 9 to 19 of the Code outline discriminatory practices.

Employees have the right to file complaints to the Saskatchewan Human Rights Commission. Employees have the right to request the assistance of an occupational health and safety officer to resolve a complaint of harassment in accordance with the harassment provisions and sections 3-1, 3-8, 3-9, 3-10, and 3-54 of *The Saskatchewan Employment Act*.

Investigations

The Company will investigate all instances of workplace harassment and violence in accordance with this Policy.

Violence

IsoEnergy is committed to minimizing and eliminating the risk of workplace violence.

“Violence” is defined in section 3-26(1) of The Occupational Health and Safety Regulations, 2020 as the attempted, threatened or actual conduct of a person that causes or is likely to cause injury and includes any threatening statement or behavior that gives a worker reasonable cause to believe that the worker is at risk of injury.

The Company has conducted and documented risk assessments with the Occupational Health Committee or health and safety representative in preparation of this Policy that considered the following potential risks:

- Previous incidents of violence in the workplace;
- Situations where employees interact with members of the public;
- Integrity of site security, equipment, and lighting;
- Effectiveness of emergency procedures;
- Procedures for releasing contact phone numbers, names and addresses of employees only to authorized individuals.

The Company will take the following actions to minimize or eliminate the risk of violence in the workplace:

- Ensuring employees have access to personal protective equipment; where deemed necessary based on risk assessment;
- Reviewing and updating emergency procedures, site security, and applicable administrative processes; and
- Arranging for access control when required;
- Arranging for sufficient staff levels to carry out the work safely;
- Training and education so that employees understand the risks and the controls which must be followed for preventing exposure and responding to workplace violence; and
- Monitoring the effectiveness of control measures through safety inspections.

Details of the workplace-specific violence risk assessment are recorded and are available for review.

IsoEnergy’s risk assessments of its worksites have not identified any prior violent situations or significant risks of violence. However, due to the remote location of IsoEnergy’s exploration sites in Saskatchewan, if there was an incident requiring medical treatment or police intervention, the time to access such services would be longer than in an urban setting. Reference should be made to current violence risk assessments for specific locations for any additional details.