

HUMAN RESOURCES POLICY

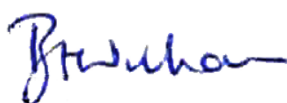
Bunker Hill Mining Corporation (BNKR) was founded on the philosophy that it attracts and employs only the top caliber skills in the market by being an employer of choice. Our commitment is to continue being an employer of choice by maximizing the skills levels and employment of the best local talent in the areas where we operate. BNKR's corporate culture is underpinned by principles of honesty, integrity, fairness, ethics, and mutual respect.

Our commitment to our employees is to:

- Conform to all relevant legislation and Good International Industry Practice (GIIP) to ensure that the human rights of employees are protected, including the fair treatment of all employees, privacy protection, preventing discrimination in all its forms, providing equal opportunities, and continually enhancing diversity giving preference to local project-affected communities, tribal communities, and people of color.
- Ensure conformance with legal and GIIP requirements in respect of general terms of employment, hours of work, remuneration, benefits, overtime, leave and rest, discipline and grievance requirements, notification, and retrenchment requirements.
- Provide a working environment that is safe and healthy, where due respect and protection of the environment and communities in which we operate, is facilitated.
- Provide ongoing training and skills development to employees, including BNKR's skills readiness training program, and provide the necessary supervision.
- Providing regular performance reviews and career planning for each employee to maximize their professional development.
- Implement appropriate systems to ensure good worker-management relationships at all levels within the organization, ensure workers' rights in respect of freedom of expression and opinion, freedom of association, and collective bargaining, and ensure that employees and their representatives are consulted in management's decision-making processes.
- Extend BNKR's decent labor, working conditions, and human rights practices to third-party and supply chain workers to the extent possible.

To fulfill our commitment to honesty, integrity, fairness, ethics, and mutual respect, we are all committed to upholding the BNKR Code of Business Conduct and Ethics.

Approved by the Board of Directors of Bunker Hill Mining Corporation on 17 March 2022.



Richard Williams
Executive Chairperson



Cassandra Joseph
Chairperson – Governance Committee

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