

# HSEC-POL-1 Communities Policy

Effective Date: March 2019

Last Revised: February 2025

Major Drilling Group International Inc. (“**Major Drilling**”, the “**Company**”) strives to work in partnership with our customers to improve the quality of life in the diverse communities in which we operate.

Major Drilling is a specialized drilling company that delivers on even the toughest sites through our knowledge, extensive experience, focus on safety, and commitment to meeting local needs of every customer. With the best people on the ground and a modern diversified drilling fleet, we partner with our customers and local communities for outstanding results.

## Community Engagement Context

In the mining industry, it is typically the mine owners and operators, particularly those with operations in or near local communities, that have direct obligations and responsibilities related to obtaining and maintaining a social license to operate, and to undertake community impact assessments prior to commencing operations in new areas. As the drilling services contractor to these mining clients, Major Drilling deploys its crews and drilling rigs to our clients’ project sites to undertake specific drilling services pursuant to the client’s drill program requirements. In addition to its head office in Moncton, Canada, Major Drilling maintains branch offices in numerous communities around the world that support on-going field operations.




## Our Commitment

Major Drilling has a commitment to the long-term success of the communities in which we operate.

- We make a special effort to hire and train local employees as well as using local suppliers, when possible, to support local communities.
- We aim to ensure that our operations do not introduce additional or unwarranted risk to communities.
- We strive to establish and maintain long-lasting relationships with the Indigenous communities in which we operate, and with the numerous joint venture partnerships that are central to our operations.
- We abide by all applicable laws and regulations regarding operating in protected

areas.

- We promote partnerships at international, national, regional and local levels. We encourage employees to be involved in their local communities by participating in charity efforts, non-profit business groups, and industry associations. All charitable donations and sponsorships by the Company are to be made in compliance with applicable laws and Major Drilling’s Global Policy on Corporate Donations and Sponsorship. Major Drilling shall not make contributions that may be perceived as unethical and/or that create an actual or perceived conflict of interest.
- We recognize the fundamental human rights within our realm of influence, respecting the rights of people and the value of their cultural heritage. We recognise, respect and abide by all applicable labour, child labour, modern slavery and employment laws, and we insist that our suppliers meet the same standards. These include prohibitions on child labour, forced labour, discriminatory behaviour, human trafficking and all forms of modern slavery, as well as recognition of the rights of freedom of association and collective bargaining.
- We provide a work environment for our dynamic and diverse workforce in which everyone is treated with respect and can realize their full potential.

Doc. Name	Date	Version	Reviewed By	Approved	Remarks
HSEC-POL-1 Communities Policy	March 2019	1	HSEC Committee		Approved for distribution
HSEC-POL-1 Communities Policy	January 2023	2	HSEC Committee		Approved for distribution
HSEC-POL-1 Communities Policy	March 2025	3	HSEC Committee		Approved for distribution