Environmental, Social and Governance: Strategy at a Glance

Kairos Gold Inc. is committed to responsible mineral exploration and development, integrating environmental stewardship, social responsibility and sustainable development into our business decisions and daily activities.

We recognize that responsible resource development requires meaningful community engagement, respect for local and Indigenous cultures, protection of the natural environment, and a strong commitment to the health, safety and well-being of our employees, contractors and stakeholders. We are committed to transparency, accountability and open communication, while considering the social, environmental and economic impacts of our activities throughout the exploration and development process.

We respect the rights and interests of our employees, contractors, communities and stakeholders and seek to ensure they are appropriately considered in decisions that may affect them. We are stewards of both the natural environment and the communities and cultures connected to the areas in which we operate.

With these commitments in mind, Kairos Gold will:

- Promote safe, respectful and inclusive working conditions and support the ongoing training and professional development of our employees and contractors.
- Maintain workplace health and safety standards that meet or exceed applicable legal and regulatory requirements.
- Comply with mining, environmental, social and occupational health and safety legislation and regulations.
- Minimize the environmental footprint of our activities through responsible planning, monitoring, mitigation and rehabilitation practices.
- Work collaboratively with local communities, Indigenous groups, regulatory authorities and other stakeholders throughout the life of our projects.
- Seek opportunities to reduce water and energy consumption, waste generation, greenhouse gas emissions and the use of materials with potentially harmful environmental impacts.
- Assess environmental and social considerations as part of exploration and project-development decisions.
- Maintain appropriate emergency preparedness and response plans to mitigate potential impacts on people, communities and the environment.
- Support the social and economic development of the communities in which we operate through local engagement, procurement, employment and training opportunities where practical.
- Prioritize local employment and skills development as projects advance and operational requirements allow.

Kairos Gold believes that responsible exploration and development are fundamental to creating sustainable long-term value for our shareholders, employees, communities and other stakeholders.

Michelle DeCecco, MBA
Chief Executive Officer
michelle@kairosgold.ca