

Health, Safety, Environment and Community ("HSEC") Policy

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VISION

Whereas Nemaska Lithium Inc. and its subsidiaries (collectively, "Nemaska Lithium" or the "Corporation") vision is to facilitate access to green energy through its products and processes, for the benefit of humanity, it commits to conduct its activities and business according to the following high standards and sound practices to:

- ✚ ensure the occupational health and safety of its employees and that of anyone being on any of its premises and properties;*
- ✚ promote a sound environmental stewardship; and*
- ✚ nurture enduring and fulfilling community relationships.*

Nemaska Lithium considers such standards and practices to be of paramount importance, and as an integral part of its business.

Hence this HSEC Policy which details the Corporation's commitments, sets out its specific goals and outlines how Nemaska Lithium will implement the foregoing, it being understood that the commitments and goals set out hereinafter shall be shared by all of its directors, officers and employees by means of a written undertaking to that effect.

In addition, to the extent applicable and practicable, each contractor, consultant or any other person being on any of the Corporation's premises, shall be directed to comply with the relevant provisions of this HSEC Policy.

COMMITMENTS

The Corporation as well as all its directors, officers and employees (hereinafter, collectively, “we” and “us”) are committed to conduct activities and business not only in compliance with all applicable legislations, rules and regulations, but also in accordance with the highest ethical standards and by using the best available, technically proven and economically feasible measures. Furthermore, and in no particular order:

- ✦ Our aim is zero harm to people and minimal discharge into the environment.
- ✦ We are committed to promoting a positive HSEC culture within our organization through effective communication, participation and consultation in the workplace as well as within the surrounding communities.
- ✦ We aim to create value for our stakeholders by ensuring the long-term viability of our business and by working in partnership with others.
- ✦ We will require our contractors and suppliers to comply with all applicable HSEC legislations, rules and regulations; and, further, we will influence them to adopt principles and practices adopted by us and in accordance with this HSEC Policy.
- ✦ We will demonstrate transparency when publishing and distributing information regarding our HSEC management and performance, namely as regards our social and community engagement.
- ✦ We will consider the legitimate concerns and expectations of our stakeholders and foster dialogue with them in this regard.
- ✦ We will support education and research on environment and occupational health and safety as they relate to our products, by-products and processes, with a view to seizing all possible improvement opportunities and enhancing knowledge and know-how in these fields with a view to recovering, to the fullest extent possible, all products mined or converted.

- ✚ We will pursue recognition, by employees and stakeholders, as an organization with superior HSEC performance.

SPECIFIC GOALS FOR ALL OUR ACTIVITIES

A) HEALTH AND SAFETY

- Display leadership in the industry as regards safety matters.
- Adopt industry best practices to reduce or eliminate health and safety incidents, to ensure identification, assessment and prioritization of the hazards and risks associated with all activities on a continuous basis.
- Ensure the protection, health, and wellbeing of our employees, contractors and communities; prevent injury and ill health to employees and contractors by providing a safe and healthy working environment, also to ensure that people return home safely.
- Ensure **accountability** of employees for their own safety and health performance, especially at any supervisory level to foster a culture where supervisors lead by example; encourage each employee to create and nurture a culture of accident and injury elimination by assisting in the recognition and mitigation of workplace hazards.
- Implement regular health surveillance and risk-based monitoring of employees.
- Develop and implement appropriate emergency response plans (which shall include prompt reporting of material incidents to senior management and Board of directors).
- Establish and nurture an incident reporting culture.

B) ENVIRONMENT

- Display leadership in the industry as regards environmental matters.
- Respect and protect the natural environment and biodiversity as regards all our sites, for the present and future generations.
- Design and implement environmental protection measures to minimize environmental impacts of our activities to neighboring communities, to the fullest technically and economically feasible extent.

- Conserve natural resources, through adoption of environmentally friendly and energy efficient technology and process improvements (namely by maximizing the use of all by-products).
- Adopt and uphold practices of **waste avoidance, reuse, recycling and beneficial utilisation** to minimize discharge and disposal into the environment.
- Ensure progressive reclamation of sites no longer required for our activities (including exploration sites) taking into account sound ecological practices.
- Develop and implement appropriate emergency response plans (which shall include prompt reporting of material incidents to senior management and Board of directors).
- Promote proactive **engagement** of stakeholders to identify, communicate and address environmental concerns.
- Establish and nurture an incident reporting culture.

C) **COMMUNITY RELATIONS**

- Establish and maintain relationships based on **mutual trust** and respect with our employees and members of the local communities in which we operate, and with all other stakeholders.
- Promote the **sustainable economic development** of the communities that are targeted by our activities.
- Prioritize local contractors to the extent such contractors are bidding on competitive terms and have all the necessary capabilities and resources to preform the relevant work and/or services.
- Support business creation efforts and job creation locally, especially for the Crees of Nemaska.

IMPLEMENTATION OF THIS HSEC POLICY

 We are committed to providing **all necessary resources** for effective HSEC implementation and management.

 The Corporation will advise and train accordingly all its employees and, to the extent necessary, its contractors and suppliers.

✚ We will **measure and report** progress against this HSEC Policy and review performance on a periodic basis; further, we will **communicate** with all our stakeholders on our performance in implementing and upholding this HSEC Policy.

✚ We will continuously endeavor to:

- develop, implement and uphold HSEC management systems **aligned** with our commitments and beliefs, and consistent with **world-class** standards in our industry;
- evaluate the performance of our HSEC management systems; and
- promote continuous improvement of our systems and processes through:
 - setting and reviewing targets,
 - assessing and reporting HSEC performance,
 - using best available practices, and
 - providing all employees with appropriate training;

with a view to minimizing hazards and HSEC risks that are inherent to our activities and business.

Adopted by the Board of Directors of the Corporation on August 13, 2018.



Chairman of the Board



President & Chief Executive Officer