



HUMAN RIGHTS POLICY

December 2023

ARTICLE 1 INTRODUCTION

1.1 Vizsla Silver Corp. and its subsidiaries (collectively the “**Company**”, or “**We**”) supports human rights and is committed to ensuring that it promotes a culture of respect for human rights and inclusion that aligns with all internationally recognized human rights referred to in the [International Bill of Human Rights](#)¹ and the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#)².

1.2 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, contractors, external consultants, third-party representatives, and business partners (collectively the “**Employees**”).

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1.4 The Company may amend this policy at any time.

ARTICLE 2 RESPONSIBILITY

2.1 The Company has an overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

2.2 The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective.

2.3 Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

ARTICLE 3 COMPLIANCE

3.1 The Company respects the rights and dignity of all of its Employees.

3.2 The Company is committed to respecting human rights across all of its locations, and it will comply with all applicable human rights, related laws and regulations.

3.3 The Company adheres to all applicable labour laws and regulations, ensuring that all employees are treated fairly and equitably.

¹ United Nations (UN), International Bill of Human Rights, December 1948.

² International Labour Organization (ILO), ILO Declaration on Fundamental Principles and Rights at Work 2022.

- 3.4 The Company will not engage in any form of discrimination, child labour, forced labour, or any other labour practices that violate human rights.
- 3.5 The Company will provide its employees with the necessary tools, training, and support to advance their skills and careers within the company.
- 3.6 The Company will provide all employees with fair and competitive compensation packages and review its wage structure regularly to ensure it meets or exceeds national standards.
- 3.7 The Company will clearly communicate to its employees the pay equity and transparent wage structures and promptly review and try to correct any disparities.
- 3.8 The Company will maintain employment strategies that promote the utilization of local contractors and workers.
- 3.9 The Company will provide a safe and healthy workplace for its Employees.
- 3.10 The Company will promote a safe and inclusive work environment that encourages diversity, equal opportunities, and respect for individual rights.
- 3.11 The Company supports the rights and respects the traditions and heritage of Indigenous people, including sacred sites and traditional practices.
- 3.12 The Company has ongoing engagement with the communities and stakeholders that are affected by our operations to maintain meaningful relationships based on transparency, trust and mutual respect.
- 3.13 The Company encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Company is committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicions.
- 3.14 The Company will honor the rights and interests of Indigenous peoples in accordance with the principles outlined in [International Labour Organization Convention No. 169](#)³.
- 3.15 The Company will comply with applicable laws on the protection of cultural heritage. If a risk to cultural heritage is identified during an impact assessment, the Company will retain competent professionals to assist in identifying and protecting cultural heritage.

³ International Labour Organization (ILO), International Labour Organization Convention No. 169, 1989.

3.16 Policies related to cultural heritage and land acquisition and resettlement will be aligned with the [International Finance Corporation's \(IFC\) Performance Standards on Environmental and Social Sustainability](#)⁴.

3.17 The Company will seek the free, prior, and informed consent (FPIC) of Indigenous communities before undertaking any activities that may affect their lands, resources, or traditional ways of life. We will engage in meaningful consultation and collaboration to ensure their informed participation in decision-making.

3.18 The Company will conduct ongoing monitoring and assessment of human rights impacts across the entire supply chain and affected communities.

3.19 The Company continuously seeks improvements to this policy and other human rights related programs and procedures to further embed respect for human rights into its culture, operations and workforce.

ARTICLE 4 BREACHES OF THIS POLICY

4.1 Any Employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

ARTICLE 5 EFFECTIVE DATE

5.1 This Policy was implemented by the board of directors of the Company (the “**Board**”) on April 29, 2022.

5.2 This Policy was amended by the Board on December 15, 2023.

⁴ International Finance Entity (IFC), Performance Standard 7, Performance Standards on Environmental and Social Sustainability, January 2012.