

UEX Corporation

Environmental, Social and Governance Performance Report

For the year ended December 31, 2021



**Growing towards production with a substantial and sustainable stake
in Canada's uranium pipeline**

Leading the discovery of ethically sourced cobalt in Canada

TSX: UEX

OTCQB: UEXCF

www.uexcorp.com

Message from our CEO



As CEO of UEX Corporation, I am pleased to present the Company's second annual Safety, Environmental, Social Sustainability and Diversity Report.

We believe that companies operating in Northern Saskatchewan, particularly the uranium producers, are global leaders with respect to ESG. This report provides us with continued insight into our ESG performance and understand how UEX can continue to improve and evolve in key areas.

While I have been proud of our Company's historical performance with respect to diversity, safety, social sustainability and environmental issues, what has also been incredibly satisfying over the past year has been observing each member of the UEX Team and their total commitment to providing continuous improvement on ESG now that last year's report has provided a baseline to measure from. UEX employees are taking control and leadership of the Company's ESG performance and are the idea generators in finding ways to improve how we interact with our stakeholders, the environment and in governance issues.

In particular, what has been really impressive over the past year has been observing our Team's commitment to find new ways to ensure the economic benefits of our activities are increasingly realized by our stakeholder communities. Our Company has always believed that excellent safety, environmental and social sustainability is not just the right thing to do, but is the moral cornerstone needed to build a solid business maximizing benefits not just to society but for our stakeholder communities in northern Saskatchewan.

As we look forward to reporting our exploration successes over the past year, I am also excited to discuss our progress on our SESS and Diversity goals and accomplishments with stakeholders in the coming years.

Roger Lemaitre,
President and CEO

About UEX

UEX is a Canadian uranium and cobalt exploration and development company involved in an exceptional portfolio of uranium projects.

UEX's directly-owned portfolio of projects is located in the eastern, western and northern perimeters of the Athabasca Basin, the world's richest uranium region which in 2020 accounted for approximately 8.1% of the global primary uranium production. In addition to advancing its uranium development projects through its ownership interest in JCU, UEX is currently advancing several other uranium deposits in the Athabasca Basin which include the Paul Bay, Ken Pen and Ōrora deposits at the Christie Lake Project, the Kianna, Anne, Colette and 58B deposits at its currently 49.1%-owned Shea Creek Project, the Horseshoe and Raven deposits located on its 100%-owned Horseshoe-Raven Project and the West Bear Uranium Deposit located at its 100%-owned West Bear Project.

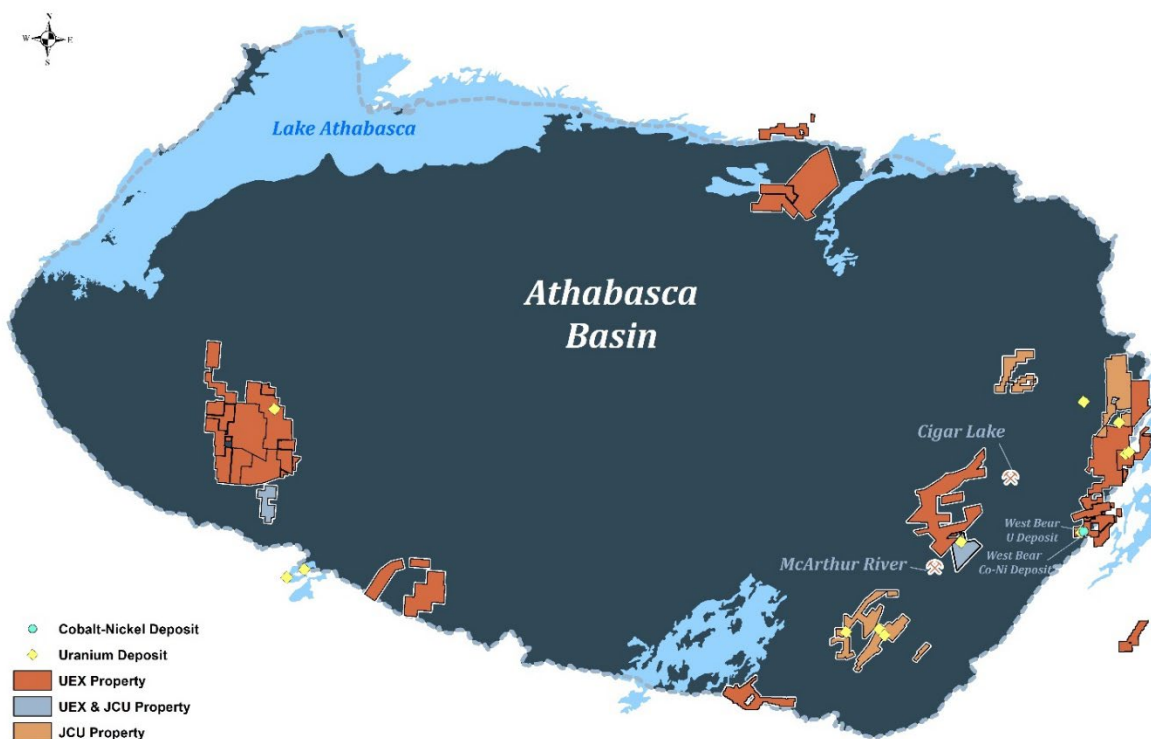
UEX is also 50:50 co-owner of JCU (Canada) Exploration Company, Limited with Denison Mines Corp. JCU's portfolio of projects includes interests in some of Canada's key future uranium development projects, notably a 30.099% interest in Cameco's Millennium Project, a 10% interest in Denison's Wheeler River Project, and a 33.8123% interest in Orano Canada's Kiggavik Project, located in the Thelon Basin in Nunavut, as well as minority interests in nine other grassroots uranium projects in the Athabasca Basin.

UEX is also leading the discovery of cobalt in Canada, with three cobalt-nickel exploration projects located in the Athabasca Basin of northern Saskatchewan, including the only primary cobalt deposit in Canada. The 100% owned West Bear Project hosts the West Bear Cobalt-Nickel Deposit, the newly discovered Michael Lake Co-Ni Zone, and the West Bear Uranium Deposit. UEX also owns 100% of two early-stage cobalt exploration projects, the Axis Lake and Key West Projects.

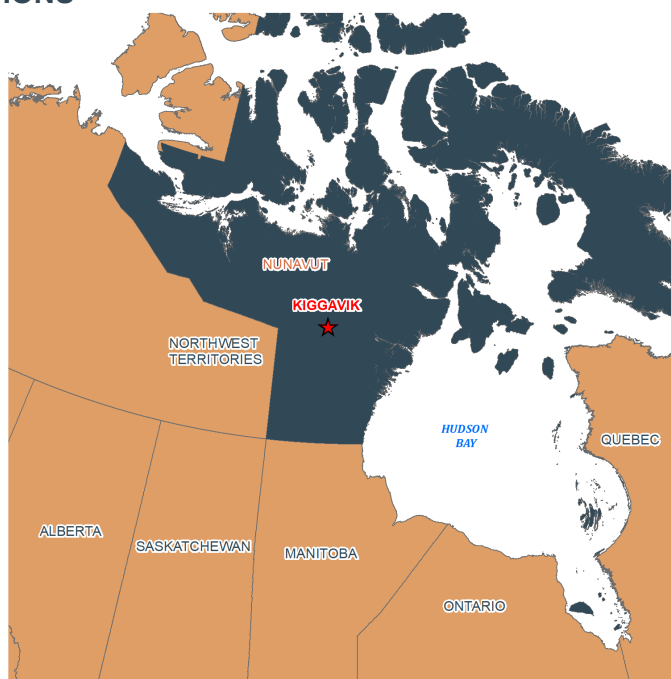
UEX's head office is in Saskatoon, Saskatchewan, Canada which is located on Treaty 6 Territory. UEX field operations are located on Treaty 8 and 10 Territories.

UEX's Operation Locations

SASKATCHEWAN OPERATIONS



NUNAVUT OPERATIONS



Reporting relevant ESG topics

UEX began reporting and tracking ESG in 2020. We report on topics that have been identified as industry standard and that are relevant to our business. This report follows the guidance from the Sustainability Accounting Standards Board (SASB Standards) for the metals and mining sectors which most closely align with the company's business. UEX does not mine or mill uranium or cobalt to date. As such, sections within the standards are not applicable to our company and are not reported.

Environmental

Use of Resources	SASB EM-MM-130a.1
Direct (Scope 1) GHG Emissions	SASB EM-MM-110a.1
Indirect (Scope 2) GHG Emissions	SASB EM-MM-110a.1
Other indirect (Scope 3) GHG Emissions	SASB EM-MM-110a.1
Water Withdrawal	SASB EM-MM-140a.1

Social

Northern Community Engagement	SASB EM-MM-210a.3
Local Workforce Employment	SASB EM-MM-210b.1
Indigenous Economic Development/Northern Community Investment	SASB EM-MM-210b.1

Health and Safety

SASB EM-MM-320a.1

Environmental



Use of Resources

UEX reports energy consumption within the company in Gigajoules (GJ). Energy conversions provided by the Canada Energy Regulator were used to convert our energy usage into Gigajoules. Energy is consumed by the company in the form of non-renewable fuels and electricity. Non-renewable fuels sources include gasoline, diesel, propane, and natural gas. UEX does not produce its own energy.

Year	2021	2020	2019
Total consumption from non-renewable fuel sources gigajoules (GJ)	2,054	1,460	2,446
Total consumption of electricity gigajoules (GJ)	71	68	78
Total consumption of energy by the company gigajoules (GJ)	2,125	1,528	2,524

Year	2021	2020	2019
Total consumption from non-renewable fuel sources per metre drilled (GJ/m)	0.389	0.417	0.107
Total consumption of electricity per metre drilled (GJ/m)	0.013	0.019	0.003
Total consumption of energy by the company per metre drilled (GJ/m)	0.403	0.436	0.110

Results: Exploration activities in 2019 were significantly higher when compared to 2020 and 2021. This change in activity is reflected in the total consumption numbers reported. When comparing 2020 and 2021 consumption there is an increase from non-renewable fuel in 2021 due to the increase in propane use. This increase is due to the winter operation at our Raven camp, which runs primarily on propane.

Direct (Scope 1) GHG Emissions

UEX's Scope 1 greenhouse gas (GHG) emissions are reported in tonnes of carbon dioxide equivalents (CO₂e). Scope 1 or direct GHG emissions are produced from sources that are controlled or owned by the company and that use non-renewable fuels. Non-renewable fuels that make up our direct GHG emissions include gasoline, diesel, and propane. These non-renewable fuels are used in company vehicles and to facilitate our exploration programs. UEX used the Global Warming Potential (GWP) used in the Intergovernmental Panel on Climate Change's (IPCC) Fourth Assessment Report.

Year	2021	2020	2019
Total direct GHG emissions (tonnes CO ₂ e)	128	89	159
Total direct GHG emissions per metre drilled (tonnes CO ₂ e/m)	0.024	0.025	0.007

Results: Emissions in 2021 increased from 2020 due to increased exploration activities, but remain consistent with 2020 on a per metre drilled basis. Our Raven Camp, which runs primarily on propane, was used for exploration activities in 2021 which contributed to the increase in direct GHG emissions. Lower emissions in 2020 were due to decreased exploration activities as a result of a poor uranium market. Emissions per metre appear higher due to lower drill metreage in 2020.

UEX has identified areas to improve non-renewable fuel consumption at our exploration facilities in 2022. Initial steps have been taken towards a power usage assessment at Raven Camp with the consideration of solar panel implementation to reduce diesel use at camp. Additional suggestions for improvements have outlined switching light bulbs from incandescent to LED and LED solar yard lighting where possible to further reduce the consumption of diesel. Further progress on these initiatives will occur throughout 2022.

Indirect (Scope 2) GHG Emissions

UEX's Scope 2 greenhouse gas (GHG) emissions are reported in tonnes of carbon dioxide equivalents (CO₂e). Scope 2 or indirect GHG emissions are generated from the electricity and heating purchased and consumed by the company. UEX used the Global Warming Potential (GWP) used in the Intergovernmental Panel on Climate Change's (IPCC) Fourth Assessment Report.

Year	2021	2020	2019
Total indirect GHG emissions (tonnes CO ₂ e)	25	25	28
Total indirect GHG emissions per metre drilled (tonnes CO ₂ e/m)	0.005	0.007	0.001

Results: Heating and power consumption for our corporate office has remained consistent year after year. UEX's corporate office is in Saskatoon, Saskatchewan. Saskatchewan relies predominantly on natural gas and coal to supply electricity to its residents. As a result, our indirect GHG emissions are considerably higher than other provinces. The electrical utility in Saskatchewan is changing the way they generate power to meet changing Federal regulatory

requirements. Indirect GHG emissions per metre in 2020 and 2021 are higher due to fewer metres drilled compared to 2019.

After the completion of our initial SESS report in 2021 UEX looked for areas to implement improvements to help lower indirect GHG emissions. Incandescent lights will be replaced with LED to decrease electricity consumption at our corporate office.

Other indirect (Scope 3) GHG Emissions

Scope 3 emissions are all other indirect emissions resulting from UEX's business activities. UEX does not track or report Scope 3 GHG emissions.

Water Withdrawal

UEX withdraws water from local surface waterbodies for use by our drilling contractors to drill core and provide non-potable water in camp. Water withdrawal for drilling is based on an estimate of 10,080 gallons/day. If two drills were operating on the same day, this would represent two days. UEX has requested that drilling contractors record actual water usage per day going forward.

Total water withdrawn includes water used by our corporate office. Water usage from a water utility is considered to be fresh water. Based on the definition of water consumption outlined in the SASB standards, UEX does not consume the water it withdraws. Water withdrawn by UEX returns to the same catchment area from which it was withdrawn. UEX obtains water draw permits for its exploration activities from the Saskatchewan Water Security Agency. Our operations are located in areas considered to have low baseline water stress according to the World Resources Institute's Aqueduct Water Risk Atlas.

Year	2021	2020	2019
Total metres drilled	5,277	3,501	22,941
Total days spent drilling	74	47	273
Total water withdrawn (thousand m ³)	3.71	2.15	12.56
Water withdrawn per metre (thousand m ³ /meter)	0.0007	0.0006	0.0005

Results: Water withdrawn per metre in 2020 and 2021 remained consistent. Total water withdrawn in 2021 includes water withdrawn for non-potable water use in camp as well as our water usage from our water utility at our corporate office. The total metres drilled for 2020 was reported incorrectly in the 2020 report. As a result, all calculations involving this number will be affected and may be different. Total water usage in 2019 was significantly higher due to the number of metres drilled. Exploration activities in 2020 were reduced due to a poor uranium market and COVID-19.

Environmental Incidents

We are committed to environmental stewardship through:

- Ensuring transparency with stakeholders both locally and more broadly with respect to the Company's environmental performance.
- Educating employees and contractors on both site and industry-specific environmental issues and providing them with the necessary tools to manage and minimize potential resulting environmental impacts.
- Communicating openly to surrounding communities regarding potential environmental impacts, related remediation measures and reclamation practices.

UEX develops and implements appropriate Environmental Management Systems to effectively anticipate, target, assess, mitigate and minimize environmental risks based on our activities at the time that meet or exceed the Best Management Practices published by the Saskatchewan Mining Association and all exploration permit requirements of the Government of Saskatchewan. This report is a further step towards communicating openly and being transparent with UEX stakeholders about the Company's environmental performance.

The number of reportable environmentally impacted sites operated by UEX.

Year	2021	2020	2019
Number of Reportable Environmental Incidents	1	0	0

Results: One reportable spill occurred during our exploration activities in 2021. This spill was 75 L or less and occurred within our exploration camp grounds which are within 100 m of a waterbody. The spill was reported to the Ministry of Environment within 24 hours of its occurrence. UEX personnel remediated the affected area and restored it to its previous condition. UEX follows BMP-004 outlined by the Saskatchewan Mineral Exploration and Government Advisory Committee in the 2016 Mineral Exploration Guidelines for Saskatchewan to properly address and manage environmental incidents such as this when they occur. UEX did not have any reportable environmental incidents in 2020 or 2019.

Compliance

UEX complies with all applicable environmental standards, laws and regulations in the countries and jurisdictions in which it conducts its activities.

The table below indicates fines related to non-compliance with environmental laws and regulations in the countries and jurisdictions in which the company conducts its activities.

Year	2021	2020	2019
Number of Environmental Non-Compliance Issues	0	0	0

Results: UEX did not incur any environmental fines for non-compliance in the last three years.

Social



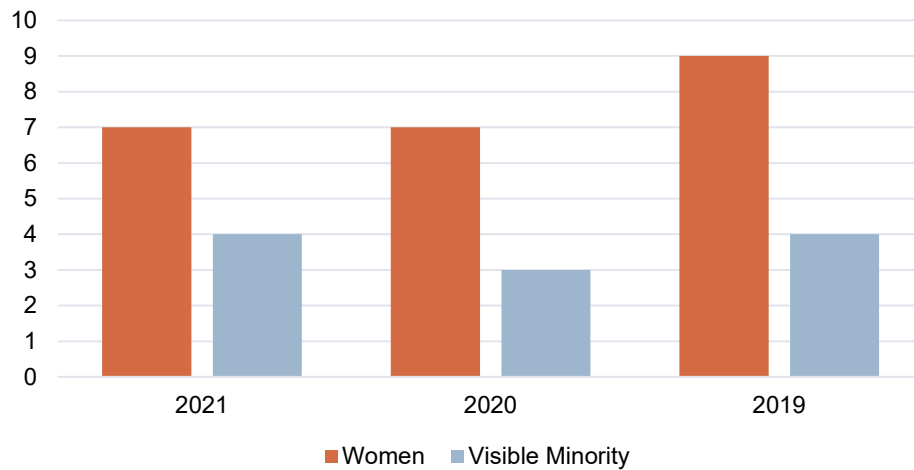
Workforce Diversity

We recognize that each employee brings their own unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of the company in all that we do. We strive to create and foster a supportive and understanding environment in which all individuals realize their potential within the company, regardless of their differences. Our diversity encompasses differences in gender, age, ethnic origin, religion, education, sexual orientation, political belief, or disability. We aim to foster a culture where different perspectives, experiences and skillsets are respected and valued. As a company we do so by:

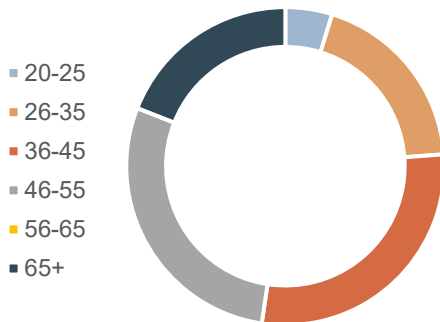
- Working to become aware of biases.
- Recognizing that inclusion is an attitude and approach that embraces all people – no matter their differences or similarities, allowing all people working with and for UEX to be their full, authentic selves.
- Endeavoring to ensure everyone feels respected, welcomed, supported, and encouraged to achieve their full potential.

The following graphs show the diversity of our workforce at all levels within our company and further subdivides diversity differences based on gender, ethnic origin, and age.

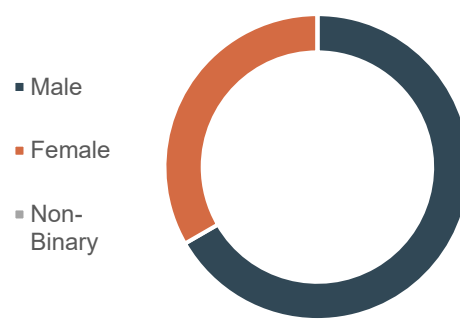
Workforce Diversity



2021 Age Diversity Total = 21



2021 Gender Diversity Total = 21



Results: Results include permanent and contract employees as well as those that work full-time and part-time. UEX directly employs contract employees typically as additional support during exploration field programs. Contract employees for this purpose are not considered to include service providers to UEX. Diversity management benefits individuals, teams, our company, and our stakeholders.

Indigenous and Northern Community Stakeholder Relationships

We believe that one of the best ways we can help build strong indigenous stakeholder relationships is through educating ourselves. In 2021, UEX staff took part in the National Day for Truth and Reconciliation by participating in the Know Your Roots Walk and the Intergenerational March to Commemorate Orange Shirt Day. We also listened to online talks given by the National Center for Truth and Reconciliation at the University of Manitoba followed by a group discussion. Later in the year our team took part in the indigenous awareness training course for the workplace which was offered by the First Nations University of Canada. We continue to look for opportunities to grow our understanding of indigenous culture through future participation in events and educational courses.

Northern Community Engagement

UEX is committed to:

- Integrating into the local communities in which we operate.
- Ensuring transparency with stakeholders both locally and more broadly with respect to our plans for advancing its assets and the related impacts on the local community.
- Creating meaningful links between our social investment and community development.
- Developing sustainability reporting standards that are consistent with international industry best practices; and
- Ensuring that potential concerns of stakeholders and community members are diligently addressed.

We are actively engaged in communication with local indigenous communities. Regular discussions with communities have allowed us to establish relationships with these communities that are built on a foundation of trust and understanding. We take community engagement seriously by ensuring that communities and local land use owners are kept informed of our planned operations in their area.

Local Workforce Employment

UEX operates exploration field programs on indigenous land. We hire from the communities that are located within the closest proximity to the projects we are operating. We maintain a strong working relationship with the neighboring northern communities where we operate.

Year	2021	2020	2019
Number of Field Programs	4	2	4
Number of Local Northern Workers Hired	9	0	9
Number of UEX Field Staff	5	3	6

Results: UEX operated four field programs in 2021. These field programs were located on our Christie Lake, West Bear, Hidden Bay, and Axis Lake properties. We hired local workers from Hatchet Lake Development and Black Lake Ventures to assist UEX staff with the execution of these field programs. A poor uranium market resulted in shortened programs and reduced spending in 2020. Local Northern Workers were not hired by the Company in 2020 due to travel and access restrictions imposed by local communities, the Government of Saskatchewan, and the Company's COVID policies to minimize the possibility of COVID-19 transmission by the Company's activities into local stakeholder communities. In 2019, UEX operated field programs at West Bear, Christie Lake and Hidden Bay properties. A core mapping program was also undertaken. Local workers were hired from Hatchet Lake Development throughout the year to assist our field programs.

Indigenous Economic Development/Northern Community Investment

Our focus is to procure our goods and services from local northern owned businesses in Saskatchewan. Where possible, when selecting contractors for our operations in northern Saskatchewan we give preference to those that meet our needs and are located in the Northern Saskatchewan Administration District. We also aim to procure goods and services from indigenous owned business located in Saskatoon.

Local Spending

The total dollar value of goods or services sourced from local businesses relative to the total dollar value spent on exploration activities by UEX.

Year	2021	2020	2019
Total Indigenous owned spending	\$1,133,514.90	\$298,295.16	\$1,402,071.10
Total Indigenous and Northern owned spending	\$1,420,125.77	\$601,561.73	\$2,175,809.62
Total exploration expenditures	\$2,379,286.00	\$2,169,945.00	\$7,682,875.00
Local spending as a percentage of exploration expenditures	60%	28%	28%

Year	2021	2020	2019
Total meters drilled	5,277	3,501	22,941
Total Indigenous owned spending per meter drilled	\$209.76	\$85.20	\$61.12
Total Indigenous & Northern owned spending per meter drilled	\$264.08	\$171.83	\$94.84
Total exploration expenditures per meter drilled	\$450.88	\$619.81	\$334.90

In 2021, with a renewed commitment to ESG, UEX increased local spending as a percentage of exploration expenditures to 60%.

Health and Safety

UEX is dedicated to providing a safe and healthy environment for all employees, consultants and contractors. As a company we are committed to safety and have a responsibility to those who work for us by:

- Providing safe work practices and the occupational health of employees and contractors at all times
- Educating employees and contractors on both industry and site-specific hazards and risk management
- Providing employees with the training, information and tools necessary to enable them to conduct their work safely;
- Implementing the requisite systems, taking into account the project's stage of development, to identify, minimize and mitigate health and safety hazards;
- Putting in place security-focused systems and procedures to minimize and mitigate regional security-related risks;
- Complying with applicable health and safety regulations;
- Establishing and implementing procedures for emergency preventions, preparedness and response;
- Documenting and reporting accidents and incidents and recommending changes to systems and processes to minimize the likelihood of reoccurrence.

Our field programs operate under challenging environmental conditions. Creating and maintaining a strong safety culture is key to our success as a company. Proactively discussing workplace hazards and assessing safety issues helps us to ensure that our staff returns home safely from the field and from our corporate office. We achieve this by:

- Performing camp orientations for any new staff or contractor that comes to site. This allows newcomers to gain a better understanding of our procedures while on site.
- Holding weekly safety meetings and identifying potential safety issues or environmental hazards based on the time of year. These safety meetings are an additional time to discuss, identify and address any safety concerns.
- Conducting regular drill and camp safety checks to ensure that contractors are following proper procedures and to rectify any safety issues identified.

Workplace Safety - Reportable Injuries	2021	2020	2019
Medical Aid Injury (UEX Staff)	-	-	-
Medical Aid Injury (Contractors)	-	-	1
Lost Time Injury (UEX Staff)	-	-	-
Lost Time Injury (Contractors)	-	-	-
Total Man Hours Worked	31,120	22,716	45,974
Total Recordable Injury Frequency	-	-	4.4

Results: UEX has one recordable injury over the last three years. The recordable injury rate for 2019 was 4.4, which is comparable to the provincial rate, which was 4.95 in 2019. For small companies such as UEX, higher rates are due to the small number of employees and lower

labour hours worked, as the calculation for Injury frequency takes into account 100 Full-Time employees working 40 hour week. Both 2020 and 2021 the Saskatchewan provincial rate remained between 4 and 5, while UEX was able to drop our rate to zero.

Health and safety measures during COVID-19

UEX Corporation is committed to providing a safe and healthy work environment for all employees, consultants, and contractors. During the COVID-19 pandemic the company has paid close attention to the Government of Saskatchewan's updates and has followed all public health orders required by the Government and exceeded the processes and safeguards recommended by the Saskatchewan Mining Association. UEX has taken steps to control the COVID-19 risks in our corporate office and our remote operations. Employees work from home when sick to eliminate unnecessary risk of transmission. Employees returned to our corporate office in the summer of 2021. To return to the office, employees were required to be fully vaccinated against COVID-19. In addition to being fully vaccinated, employees followed safety measures including physical distancing and barriers, frequent cleaning and disinfection of surfaces, and personal protective equipment. At our remote operations we continued to follow our COVID-19 health and safety screening program that will remain in effect during the entirety of our field operations in 2022.

Early in the pandemic we contributed to the COVID Relief 155 to help coordinate Saskatchewan's Northwestern region's response to COVID-19 in 2020.

UEX will continue to monitor the COVID-19 pandemic in the communities in which it operates and will appropriately adjust to future public health orders.

Average Radiation Dose to Workers

This table shows the average radiation dose our employees received in a year who work on our exploration programs. The Government of Canada uses 0.10 mSv as a threshold for reportable and non-reportable doses. Any dose less than 0.10 mSv is non-reportable. The average radiation dose our workers receive is low in comparison to the total national natural background radiation average of 1.77 mSv or 2.4 mSv globally. Each employee who works in the Company's field exploration camp wears a dosimeter that collects readings during our exploration programs. Dosimeters are then sent to the Government of Canada for analysis.

Year	2021	2020	2019
Average Radiation Dose (mSv)	0.01	0.01	0.01

Results: The average radiation dose our workers receive is 0.01 millisieverts (mSv) which is the lowest reading the government provides. It is likely in most cases that our workers record less than 0.01 mSv. This table does not include external contractors hired by the company to complete exploration activities.

Community Investment

UEX operates in Saskatoon, Saskatchewan as well as several locations in Northern Saskatchewan. With the majority of our business focused in Northern Saskatchewan we aim to support communities closest to our operations. We provide support by looking for initiatives to help communities where they need it most. We work with the local community to support these initiatives, through both financial and non-financial means, that have the potential to provide lasting and sustainable benefits for the local area.

The total dollar value of charitable donations made by the company in a year.

Year	2021	2020	2019	2018
Charitable Donations	\$6,310.44	\$2,746.36	\$194.45	\$30,487.52

Results: In 2021, UEX primarily invested in community initiatives in Pinehouse. Charitable donations in 2020 were made to the North West Communities Incident Command Centre which helped to coordinate the Northwest region's response to COVID-19. In 2018, UEX established and contributed to a memorial scholarship in honour of Evan Thomas as well as contributed to the Thomas Family and Humboldt Bronco's Go-Fund Me organization.

Governance

Corporate Governance

The board is responsible for the stewardship of the Corporation and as such, is accountable for the success of the Corporation. Our board of directors provides financial oversight, ensures legal and ethical integrity, and establishes effective planning.

Our board is composed of six directors, five of whom are independent. The board is elected every year during our annual general meeting. In 2021, there were 11 board meetings held. All directors were present for 10 of the meetings with only one director absence at one meeting. The average age of the directors is 60 and the average director tenure is 10 years. 17% of our board members are female and 17% are a visible minority.

Glossary of Terms

Environmental Impacted Site – An environmentally impacted site is defined by the Government of Saskatchewan in the *Environmental Management and Protection Act, 2010* as an area of land or water that contains a substance that may cause or is causing an adverse effect.

Exploration Expenditures – All expenditures relating to exploration activities. Total exploration expenditures reported in UEX financial statements.

Exploration Field Program – Activities which include but are not limited to diamond drilling, prospecting, and core mapping.

Indigenous Owned – A business that is partially or wholly owned by Indigenous people.

Local Business – A business owned by Indigenous people or residents of the Northern Saskatchewan Administration District.

Lost Time Injury – Lost time is defined by the Saskatchewan Workers' Compensation Board (WCB) as an injury/illness that results in an employee not being able to report to their next scheduled shift.

Low Baseline Water Stress – Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. *Source: WRI Aqueduct 2019.*

Medical Aid Injury – Means the provision of medical and surgical aid, of hospital and professional nursing services, of chiropractic and other treatment and of prosthetics or apparatus; The Worker's Compensation Act (Preliminary Matters 2(1)(v)).

Modified Workday Injury – The result of a work-related injury or illness, an employer or health-care professional keeps, or recommends keeping, employees from doing the routine functions of their jobs or from working the full workday that they would have been scheduled to work before the injury or illness occurred.

Non-Binary – Refers to all gender identities that are neither male nor female.

Northern Owned – A business located in the Northern Saskatchewan Administration District.

Northern Worker – Worker hired from the local northern communities in which the Company operates.

Recordable Injury – Work related injuries and illnesses that result in death, loss of consciousness, days away from work, modified work activity or job transfer and medical treatment beyond first aid.

Reportable Spill – A reportable spill is outlined in the appendix of the *Environmental Spill Control Regulations, 2015*.

Total Days Spent drilling – In some cases, two drills were used during exploration field programs. In these instances, two operating drills on the same day were considered to represent two days.

Total Man Hours Worked – Includes both UEX staff and contractor hours. UEX staff hours were calculated based on an 8-hour working day and include both permanent and temporary employees. Contractor hours were calculated on a 12-hour working day.

Total Recordable Injury Rate – Calculated using the following calculation:

Total Recordable Injury Rate = (Total Recordable Injuries x 200,000/Total Hours Worked)
Small companies that have recordable injuries will likely have a high total recordable injury rate. High rates are due to the small number of employees and lower number of total hours worked which negatively impacts the calculation that is based on 100 employees.

Visible Minority – Defined by the Government of Canada as “persons, other than First Nations peoples, who are non-Caucasian in race or white in colour, regardless of their place of birth”.

Water Catchment Area – An area where water is collected by the natural landscape.

Water Consumption – Defined in the SASB standards as water that evaporates during withdrawal, usage, and discharge; Water that is directly or indirectly incorporated into the entity's product or service; Water that does not otherwise return to the same catchment area from which it was withdrawn, such as water returned to another catchment area or the sea.

References

Government of Saskatchewan, 2010. *Environmental Management and Protection Act*

Government of Saskatchewan, 2015. *Environmental Spill Control Regulations*

Government of Saskatchewan, 2016. *Mineral Exploration Guidelines for Saskatchewan*

IPCC, 2007. *Climate Change 2007: The Physical Science Basis. Working Group I Contribution to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change* [Solomon., S., et al. (eds.)]. Cambridge University Press, United Kingdom and New York, NY, USA

SASB Standards Board, 2021. *Metals & Mining Sustainability Accounting Standard*

WorkSafe Saskatchewan, 2021. *Effective Measurement for Safety Guide*

WorkSafe Saskatchewan, 2021. *Effective Measurement for Safety Workbook*

World Resources Institute's Aqueduct Water Risk Atlas, <https://www.wri.org/aqueduct>