

SUSTAINABILITY. OUR LOW CARBON FUTURE.

Environmental, Social, and Governance (ESG) 2020



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Taseko Gil

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LETTER FROM THE PRESIDENT



Sustainability and Our Low Carbon Future

Taseko is all about **CREATING VALUE** – value for our employees, value for our communities, including Indigenous communities, and ultimately value for our shareholders.

2020 was difficult in many respects, with lower copper prices earlier in the year and a global pandemic at the forefront of all our lives. People here in Canada, like so many other places, have been hurt and impacted by COVID-19. Livelihoods have been damaged or lost and the health and economic consequences continue.

So, in such a challenging year, we are pleased to report that Taseko maintained and created value, while also meeting our environmental and social responsibilities.

Rigorous health protocols have enabled both our Gibraltar Mine in Williams Lake, British Columbia, and our Florence Copper Project in Arizona, to remain staffed and operational.

People were able to rely on Taseko. We kept our employees safe and we kept them working. We met all our obligations to those who depend on us.

And while we continued to meet our day-to-day responsibilities, we achieved and celebrated noteworthy accomplishments:

- In September 2020, Gibraltar’s Environmental team was recognized by the British Columbia Technical and Research Committee on Reclamation for their outstanding work in mine reclamation and Indigenous collaboration (see page 46).
- Gibraltar achieved outstanding safety performance for the year, with zero loss time incidents, zero days lost, zero loss time severity, and zero loss time frequency (see page 28).

It is accomplishments such as these that we are most proud of. **IT IS WHAT CREATING VALUE LOOKS LIKE.**

A low carbon future depends on Copper; it is essential for all forms of renewable energy (wind turbines,

solar, etc.), electric vehicle transportation and energy transmission. Copper is an essential ingredient for the transition to a low carbon economy, and we are planning to grow our production of this vital metal in the coming years.

Florence Copper will have one of the smallest environmental footprints of any copper production facility in the world. Compared to a conventional open-pit or underground mining operation, Florence Copper environmental impacts are significantly reduced -- water consumption is fourteen times lower, carbon emissions are six times lower and energy consumption three times lower. With commercial production from Florence targeted to come online next year, Taseko will remain in the first quartile of global copper miners, in terms of GHG emissions intensity (based on an independent analysis by Skarn Associates, see page 15).

The social value, benefit, and opportunity that Florence Copper will deliver for local Arizona communities will be on par with those created by the work we do at Gibraltar – and we look forward to seeing those opportunities flourish, as construction and then commercial operations commence.

And there are more opportunities ahead. We see great potential for projects like Yellowhead and New Prosperity, both of which contain the promise and ability to generate significant and lasting value for people.

Fulfilling that future potential means earning and maintaining public respect for the work we already do.

This report provides an examination of that work including the science, skills and labor of the talented people responsible for it. It details what we do, how we do it and why it matters.

Regards,

A handwritten signature in black ink, appearing to read 'Stuart McDonald'.

Stuart McDonald, President, Taseko Mines

OUR STRATEGY FOR SUCCESS

Generate Value and Opportunity for People

WHAT WE DO

Operate, acquire and develop large tonnage mineral deposits



WHERE WE OPERATE

-  Canada
-  United States



WHO WE ARE

British Columbia-based mining company with 700+ employees



WHY OUR WORK IS MEANINGFUL

Create value and benefit for people – opportunities for career employment and business development, a customer base for suppliers and service providers, and stability and growth for communities.



ESG AT TASEKO

ENVIRONMENT

Sustaining Our Environment

- Green copper project
- Comprehensive environmental policy including waste reduction, rigorous water, air quality and energy conservation management
- Risk mitigation with crisis management training
- Quarterly and annual environmental reporting

SOCIAL

Creating Value for Employees

- Attract the best, train and inspire; a diverse workforce; inspiring a new generation of employees
- Committed to a healthy and safe work environment

GOVERNANCE

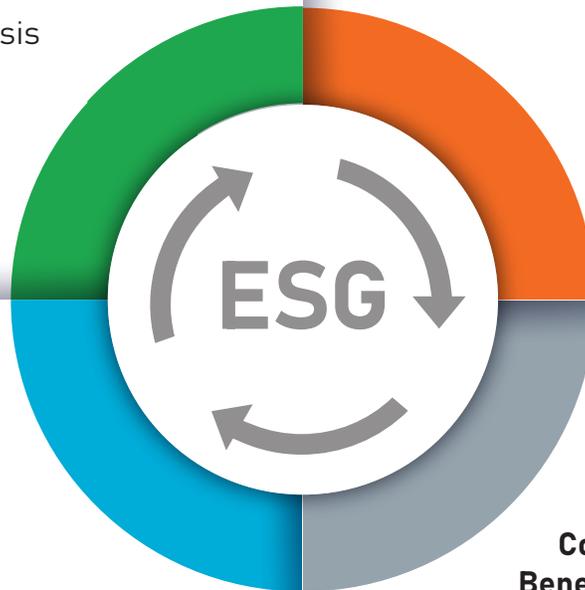
Integrity & Business Leadership

- Prudent, responsible corporate governance
- Operating, financial and strategic oversight
- Board diversity
- Board committee responsible for environmental, health and safety

SOCIAL

Creating Value for Communities, Opportunity & Benefit for People

- Generate economic and social value for people and places
- Giving generously, supporting local need
- Create mutually beneficial relationships with communities and our Indigenous neighbours, including our commitment to reconciliation



Our Guiding Policies

Decisions at Taseko are guided by three fundamental policy priorities:



Health & Safety

Provide and maintain safe and healthy working conditions.



The Community, including Indigenous People

Support and encourage community success which may include support for development programs in education, training, health, culture, employment and business development.



Environment

Ensure continued improvement in the protection and stewardship of the natural environment.

Taseko's sustainability commitment is aligned with the above guiding policies and is driven by our promise to "Realize Collective Potential".

Our Promise



The Potential

Our hardworking, entrepreneurial and visionary management team is constantly looking for ways to improve and grow the Company.

We create opportunities for the future, for our employees, for our stakeholders, for our investors, and for the communities in which we operate.

The Realization

We are recognized for our efficient and profitable mining operation.

We take on and convert challenges to deliver economic returns and growth. We make informed decisions that deliver on our promised value. Where there is potential, we are well equipped to realize it.

ESG Leadership

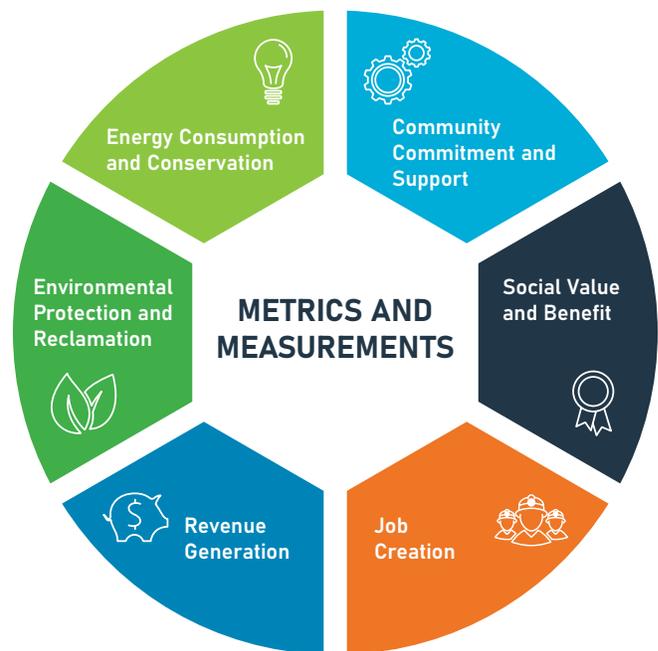
The Environmental, Social and Governance practices implemented at Taseko are a companywide effort lead by Taseko's Board of Directors and its Management team.

On behalf of the Board of Directors, Taseko's Environmental, Health and Safety Committee reviews, approves and monitors the environmental, health and safety policies and practices of the Company. The Committee has responsibility to ensure the Company complies with applicable environmental laws, policies and good industry practices. The Committee also reviews compliance, environmental, and health and safety incidents to determine that the Company has appropriate personnel and adequate resources in place, is taking all necessary action, and is diligent in carrying out its responsibilities.

Metrics and Measurements

Taseko continuously monitors, records and tracks operational performance. It would not serve any practical purpose to publish in this report the thousands of pages of raw data that we collect at our mine operations or project development sites. What we have done instead is gather the data from those areas of our work that the public has expressed the greatest interest – environmental protection and reclamation; energy consumption and conservation (climate change), community commitment and support, social value and benefit, job creation and revenue generation.

Gibraltar produces both an Annual Environmental Report and Annual Reclamation Report. These reports include detailed evaluation of the impacts of the mining and milling operations. The reports are submitted to the British Columbia Ministry of Energy, Mines and Low Carbon Innovation and the Ministry of Environment.



OUR PROJECTS

About Taseko

Headquartered in Vancouver, Canada, Taseko is a dynamic and growing mining company focused on the operation and development of mines in North America.

Operations

Gibraltar Mine

Located in south-central British Columbia is Taseko's Gibraltar Mine - it is the second largest open-pit copper mine in Canada. Gibraltar is a state-of-the-art facility capable of processing 85,000 tons per day with average annual copper production of 135 million pounds, with a remaining 17-year mine life.

Florence Copper Project

Florence Copper is an in-situ copper recovery project south of Phoenix, Arizona, near the community of Florence. The first phase of the project, the Production Test Facility, operated successfully for 18 months in 2019 and 2020. Taseko is now advancing the permitting to transition to the second phase, commercial production. The commercial facility is expected to have a production capacity of 85 million pounds of copper per year and a mine life of 20 years.

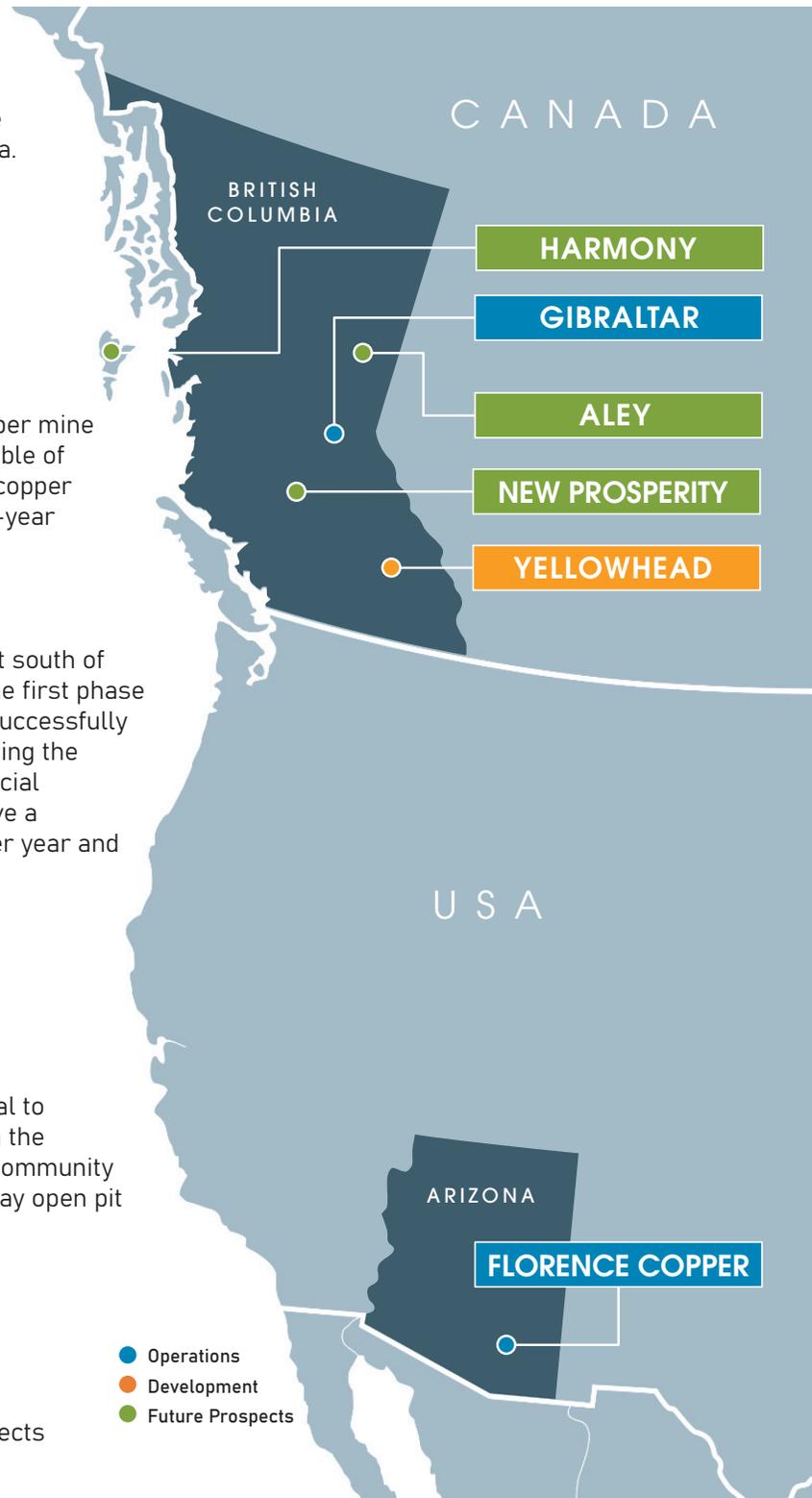
Development Projects

Yellowhead Project

Yellowhead is a large copper deposit with the potential to be a world-class, long-life, low-cost mine. Located in the Thompson-Nicola area of British Columbia near the community of Vavenby, the project includes a 90,000 tonne-per-day open pit copper mine with a 25-year mine life.

Future Development Projects

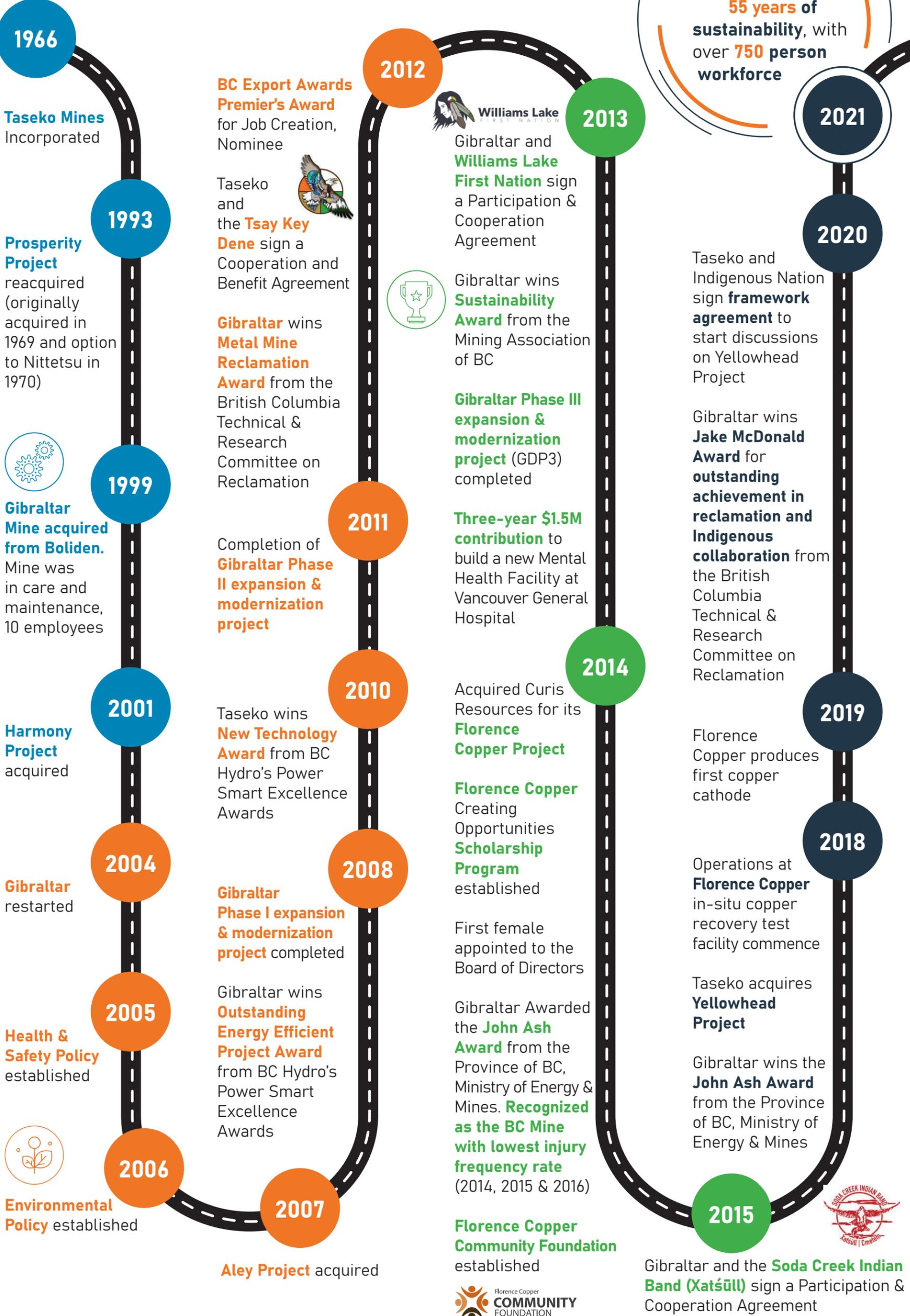
In addition, Taseko owns the Aley Niobium, the New Prosperity Gold - Copper, and the Harmony Gold projects which offer long-term development opportunities.



55 YEARS OF SUSTAINABILITY (1966 - 2021)



Taseko celebrates **55 years of sustainability**, with over **750 person workforce**



2020 OPERATIONAL & SUSTAINABILITY HIGHLIGHTS

OPERATIONAL HIGHLIGHTS



FINANCIAL HIGHLIGHTS

\$119 MILLION Earnings ▲68% From 2019

From mining operations before depletion and amortization*

124 MILLION lb Copper Sales 

Gibraltar sales copper in the year (100% basis)

\$85 MILLION Cash Balance

Ending at December 31st, 2020

\$102 MILLION Cash Flow ▲140% From 2019

From Operations

Copper Price

\$2.80/lb

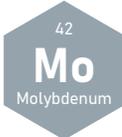
Average LME copper price in 2020 (US\$/lb)



OPERATIONS HIGHLIGHTS

Gibraltar Mine Produced

123 MILLION lbs Copper 

2.3 MILLION lbs Molybdenum 

Florence Copper Production Test Facility operated for 18 months, successfully demonstrated the ability to produce high-quality copper cathode, within the stringent environmental guidelines of the permits.

Aquifer Protection Permit

for Florence Copper's full commercial operation issued by the Arizona Department of Environmental Quality in December.

*Non-GAPP performance measure

SUSTAINABILITY HIGHLIGHTS



SUPPORTING OUR PEOPLE

757

People Employed



94%
Employees

live locally in the communities
in which we operate

28% of new hires are **FEMALE**
15% of new hires are **INDIGENOUS**

0 at Gibraltar

- Lost Time Incident
- Days Lost
- Loss Time Severity
- Loss Time Frequency

SUSTAINING THE
ENVIRONMENT

Jake McDonald Award

Gibraltar was recognized with the Jake McDonald Award for Outstanding Mine Reclamation & Indigenous Collaboration from the British Columbia Technical and Research Committee on Reclamation (TRCR).



\$6.6M

invested into the communities
through donations and
sponsorships

\$116M

local procurement in the Cariboo
(British Columbia) region

\$2.5M

local procurement in the
Florence (Arizona) region

11,903

Trees planted in 2020



256,066

Shrubs planted since 2014



SUPPORTING OUR COMMUNITIES



TASEKO'S FOCUS GREEN COPPER & A LOW CARBON FUTURE

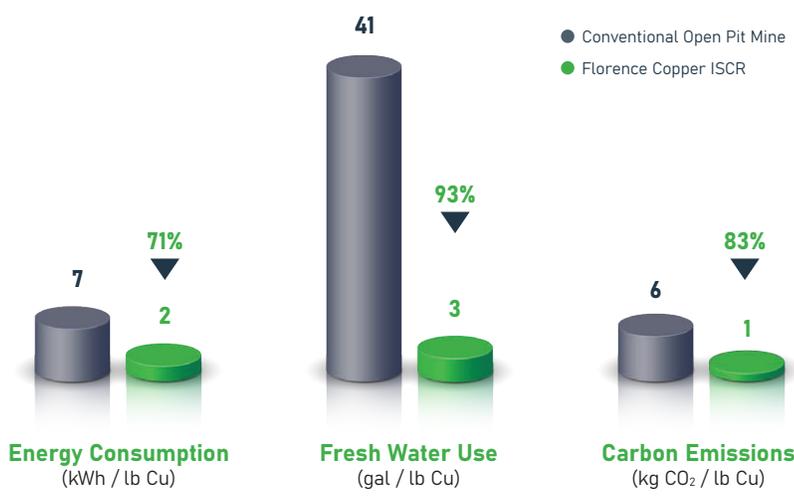
A low carbon future depends on Copper; it is essential for all forms of renewable energy (wind turbines, solar, etc.), electric vehicle transportation, energy transmission, and so much more. No metal is more vital to powering tomorrow than copper.



Florence Copper

Florence Copper will have one of the smallest environmental footprints of any copper production facility in the world. Compared to conventional open-pit or underground mining operation of similar size, the environmental impacts are significantly reduced - water consumption is fourteen times lower, carbon emissions are six times lower and energy consumption is three times lower.

Illustrative Environmental Advantages of Florence Copper ISCR Project ¹



ISCR – A Green Production Method for the Green Metal of the Future



Small Environmental Footprint



Numerous Site Redevelopment Opportunities (Post Closure)



Lower Energy Requirement Than Conventional Mining



Limited Land Disturbance



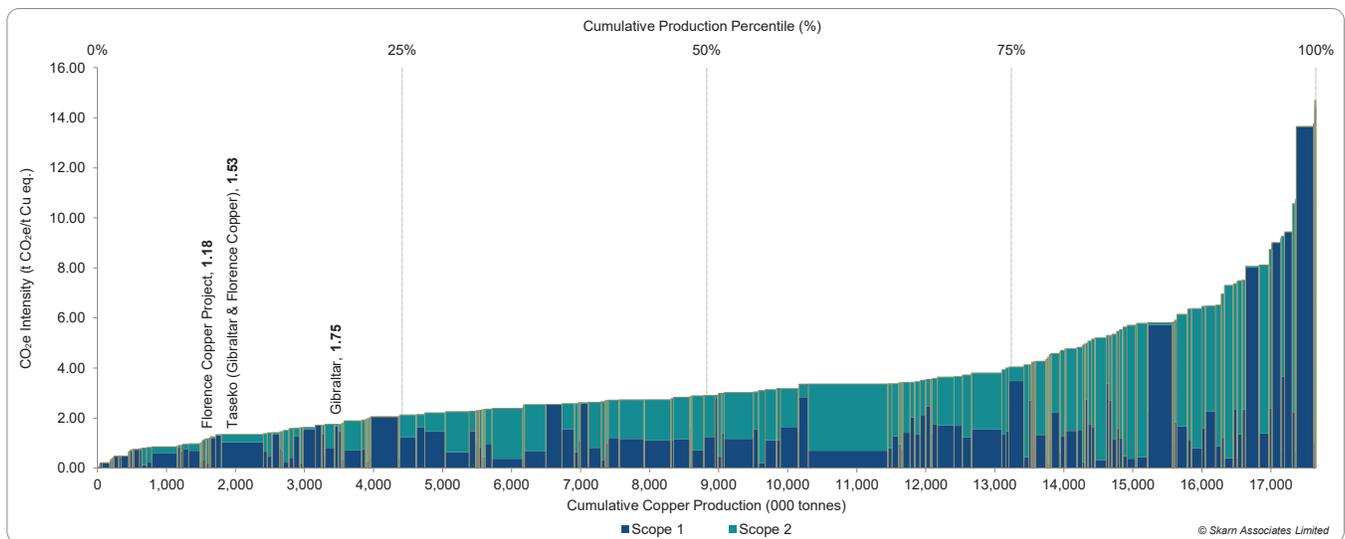
Lower Fugitive Dust Emissions

Low Carbon Operations

Benefiting from hydro power, the Gibraltar Mine has a low carbon intensity. Gibraltar ranks in the lowest quartile compared to copper miners throughout the world.

The Florence Copper Project will have one of the lowest GHG emissions per pound of any copper mine in the world. When commercial production from Florence Copper commences in the coming years, Taseko's position on the GHG Intensity Curve drops lower in the first quartile (based on an independent analysis by Skarn Associates).

Skarn Copper GHG Intensity Curve - Scope 1 + Scope 2



Q&A WITH VP OPERATIONS, RICHARD TREMBLAY



Taseko often uses the term “realize collective potential”, what does this mean?

It is our promise. The term summarizes a number of commitments, which together sustain our company. It’s about creating value for people and communities, working with integrity and honesty, and preserving and protecting the things that matter most – the environment, water, our people, and more.

I encourage people to watch the video we have posted on our website titled “Realize Collective Potential”; it explains the essence behind our promise and highlights our employees and what realize collective potential means to them.

What would you say were Taseko’s ESG highlights for 2020?

There are two specific highlights that come to mind.

The first is our collective commitment we all share to keep everyone safe and healthy. It was this commitment that helped us to run smoothly during the unusual and uncertain times experienced during 2020. Maintaining our operating performance has kept over 700 people employed – those are families with roofs over their heads and food on the table. Not all industries were able to maintain full operating status, so it is something we’re very proud of.

The second is Gibraltar’s achievement in winning the Jake McDonald award for outstanding achievement in mine reclamation & Indigenous collaboration from the British Columbia Technical and Research Committee on Reclamation.

This award was won in collaboration with Xat’súll First Nation’s reclamation crew, as their participation contributed to the success of Gibraltar’s reclamation program. It also demonstrates our continued focus to strengthen our relationships with our Indigenous neighbours. It is gratifying to see our employee’s talent and ingenuity recognized at the highest levels. Gibraltar is proof of mining sustainability in action.

Florence Copper is a different type of mining operation, can you comment on that?

Yes, Florence Copper is unique. It will be the greenest copper mine in the world. Florence Copper uses a process called in-situ copper recovery; it uses 70% less water, 90% less energy and generates 80% less greenhouse gas emissions than conventional open-pit copper mining with, minimal environmental impact and no surface disturbance, underground tunneling, heavy excavation machinery or explosives that are typical of other mining methods. Our production test facility has proven the process is environmentally sound, and the permitting process required to commence full commercial operations is on-track and nearing completion. It is an exciting time for this exceptional project.



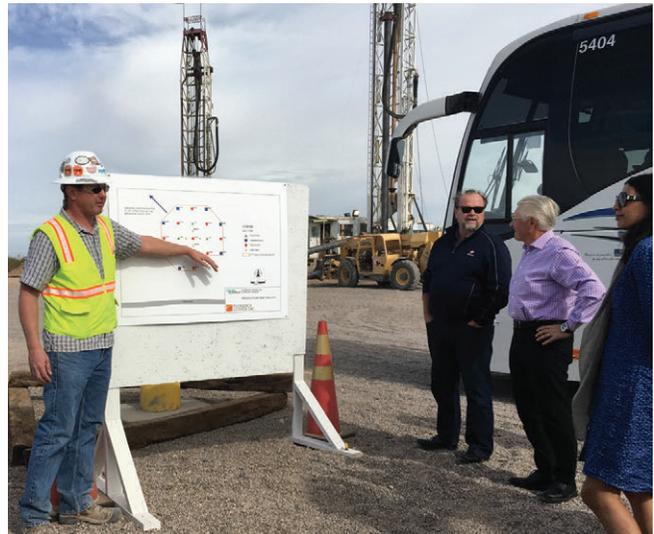
Responsible Corporate Governance

Responsible Leadership

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RESPONSIBLE LEADERSHIP

Corporate governance policies provide a framework for our Board of Directors to monitor and evaluate the management of the Company. Having the right policies, processes and structures in place ensures proper management and direction for our business affairs and sustainability practices.



Board of Directors tour of Florence Copper

Taseko's Priorities

Taseko's Corporate Governance Policy and Practices

Taseko has a detailed Governance Manual, which outlines the obligations of the Board of Directors, which includes:

Director Independence Standard	Code of Ethics and Trading Restrictions	Disclosure Controls and Procedures
Say on Pay Policy	Related Party Investment Protocol	Whistleblower Hotline

Board Committees

The Board has four standing committees: Audit Committee, Compensation Committee, Nominating and Governance Committee, and Environmental, Health and Safety Committee.



Board Diversity Policy

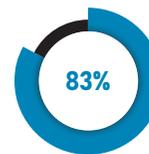
As per the Company's Board Diversity Policy, Taseko believes in diversity and values the benefits that diversity can bring to its Board of Directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status. In particular, the Board should include an appropriate number of women directors.

Performance Metrics

Performance Metrics	2020	2019	2018
Percentage of Independent Directors	83%	85%	85%
Percentage of Female Directors	14%	14%	14%
Board Meeting Attendance	100%	100%	100%
Average Committee Attendance	100%	100%	97%

% of Independent Directors



% of Female Directors





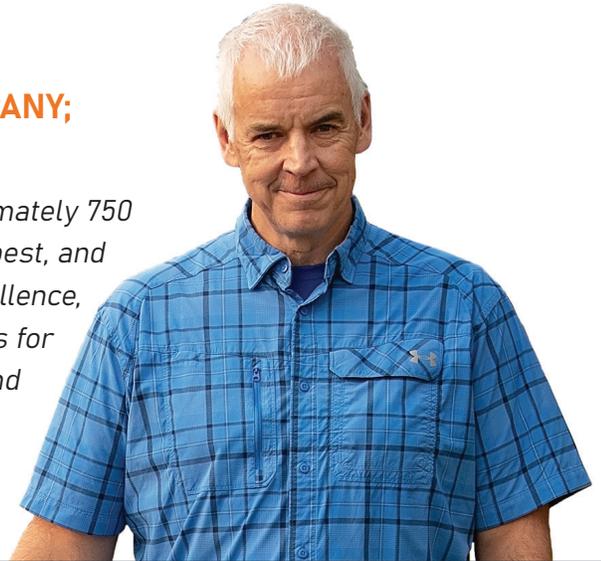
Our Employees

Employment & Culture	22
Training & Development	24
A Healthy & Safe Work Environment	26

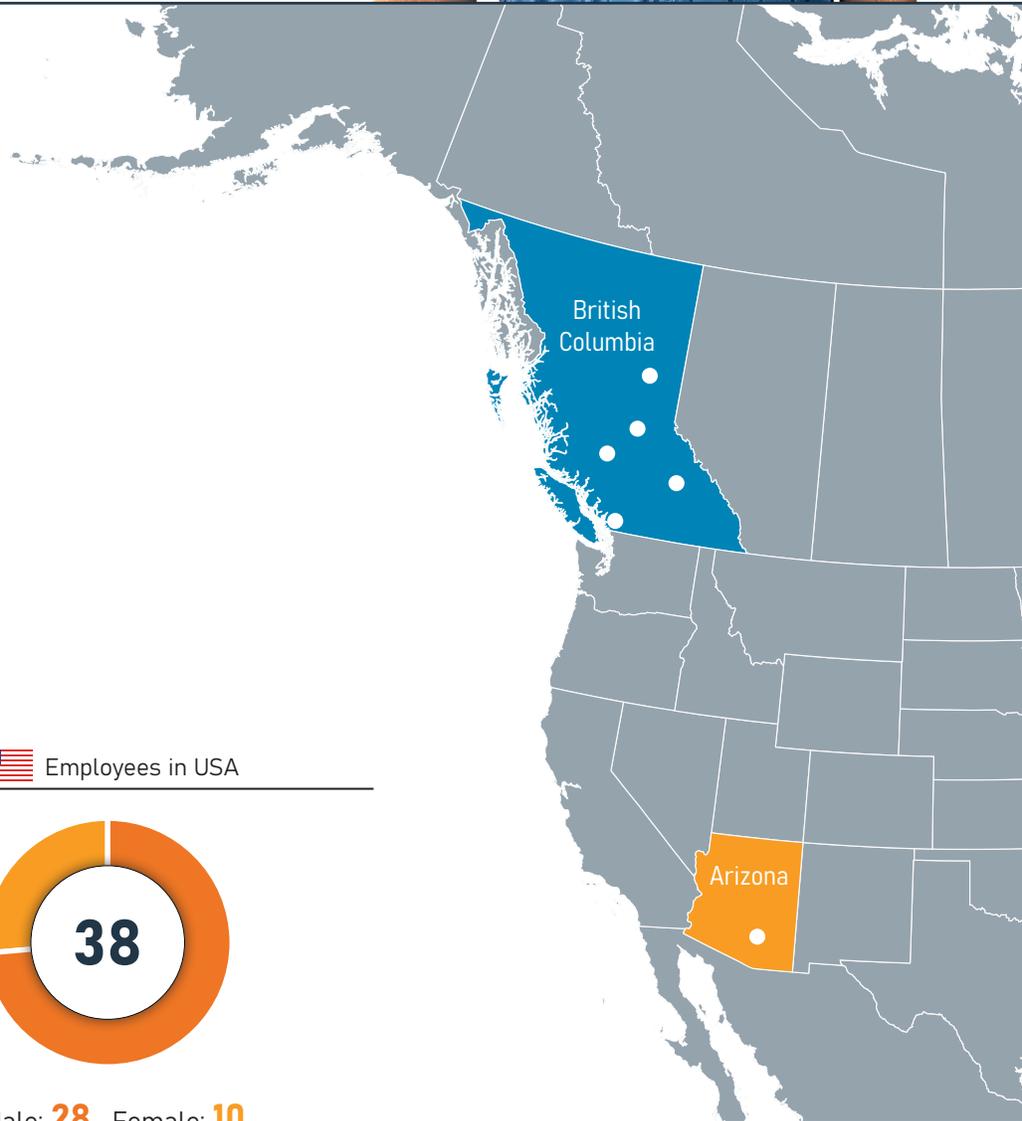
OUR EMPLOYEES ARE THE LIFEBLOOD OF OUR COMPANY; THEY ARE OUR MOST VALUABLE ASSET.

And because of that, the health & safety of each of our approximately 750 employees is our number one priority. We attract and hire the best, and then train and inspire each of them. We provide a culture of excellence, a diverse and welcoming environment, and create opportunities for people to succeed. It is because of the hard work, dedication and commitment of our employees, that Taseko succeeds.

Richard Tremblay Vice President Operations, Taseko Mines



OUR EMPLOYEES



 Employees in CANADA



Male: **632** Female: **87**

 Employees in USA



Male: **28** Female: **10**

EMPLOYMENT & CULTURE

Taseko’s workforce reflects the diversity of the communities in which we operate. Our culture of inclusion, respect, and diversity in the workforce helps us deliver on our promise of realizing collective potential by generating value and opportunity.



Taseko's Priorities

Local Hiring

Taseko and our operations are committed to hiring from local communities. By doing so, we help create stronger more resilient communities and strengthen the economic foundation of the region.

Diversity & Inclusion

Diversity and the maintenance of an inclusive and welcoming workplace environment is important for increasing gender, ethnicity and Indigenous representation within our workforce.

Working Conditions

Taseko’s operations are based in North America, which is recognized as being among the safest mining jurisdictions in the world. Providing a healthy and safe work environment is the number one priority for the Company.

2020 Performance

757 EMPLOYED
as of Dec 31, 2020

Female employees represent 13% of the overall labour force at Taseko. This compares to the Canadian average of 16% female representation in the mining industry. In 2020, 28% (21 of the 75 new employees) of new hires were female.

Experienced no strikes or work stoppages at any of our sites.

Consistent with our Indigenous Peoples Policy and our commitment to success through mutual benefit, Taseko makes a special effort to provide employment opportunities for Indigenous men and women interested in pursuing a career in mining. At Gibraltar, the percentage of Indigenous employees for 2020 was 13%, with 15% of new hires being Indigenous.

Employee turnover was 9% compared to the Canadian mining average 16%, average tenure of employment is 6.8 years compared to the resource industry average of 7.9 years.

Interviewed a variety of employees across our operations regarding the Company’s promise to **“Realize Collective Potential”**. Used the responses in an internal employee communication campaign to invigorate and inspire our employees.

Implemented an integrated human resources and applicant tracking software to manage and track HR activities, including recruitment, job postings, interviewing, and hiring.

Performance Metrics

Performance Metrics	2020	2019	2018
Total Employees	757	751	726
Percentage of Local Employees - Gibraltar ¹	96%	96%	95%
% of Local Employees - Florence Copper ²	58%	60%	63%
Percentage of Female Employees	13%	12%	11%
Percentage of Female New Hires	28%	21%	14%
Percentage of Indigenous Employees ³	13%	13%	12%
Percentage of Indigenous New Hires ³	15%	14%	14%
Average Length of Employment (Years)	6.8	6.5	5.8
Turnover Rate	9%	13%	14%

Total Employees

757



Local Employees



Gibraltar¹



Florence Copper²

Indigenous People



Indigenous Employees³



New Hires³



2021 Objectives

- Attract and recruit the necessary talent for the Florence Copper Phase 2 Commercial Production, focusing on local hires.
- At Gibraltar, a new collective bargaining agreement with Unifor Local 3018 will be negotiated.

Notes: 1. Includes Williams Lake, 100 Mile House and Quesnel. 2. Includes Florence, Coolidge, San Tan Valley, Queen Creek. 3. Gibraltar only.



“The most interesting aspect about working in Human Resources at Gibraltar is the fact that we get to work alongside 700 other employees, ranging from Haul Truck Drivers and Heavy Duty Mechanics, to Engineers and Accountants. We work with 550 unionized employees and 150 salaried staff, all on one worksite. This diverse workforce creates unique opportunities for meaningful dialogues, creative ideas, and innovative solutions, and I feel lucky to be a part of that process.”

LAUREN BERNARD Senior Coordinator, Human Resources, Gibraltar Mine

4 years at Gibraltar

TRAINING & DEVELOPMENT

Taseko's continued success depends on the quality, talent and energy of its employees. We seek out, identify and then hire the best. Excellence is our goal. We inspire high performance through training and rewarding our employees.

Taseko's Priorities

Apprenticeships, Engineer-in-Training & Students

The Company has apprentice, engineer-in-training and student programs. These programs allow employees to gain paid, work-based, technical and hands-on training, while working towards their trade ticket or degree. The programs offer specific trade mentorship and guidance, which setup new graduates for a long and successful career.

Inspiring a New Generation

Mines are often long-term operations. Taseko's Gibraltar Mine, for example, began operations nearly 50 years ago and has at least another 17 years of mine life remaining. Multiple generations of families can benefit from the employment and opportunity these facilities can offer. Continual regeneration of the workforce is essential to balance the reality of aging. We must attract and inspire young men and women to consider the values and benefits of a career in mining.

Performance Evaluation

Taseko is committed to the continuous development and progression of our skilled and professional workforce. By engaging in personal development planning and performance evaluation with our employees, and utilizing strategic and comprehensive succession planning tools, we strive to make all our employees successful.



Gibraltar employees attending a career fair

2020 Performance



\$588,915 was spent on education and training initiatives, an average of \$778 per person.



In 2020, 26% of the workforce (197 people) were under the age of 35.



In 2020 at Gibraltar, there were nine employees in apprenticeship roles and thirteen engineer-in-training.



Implemented an all-in-one Human Resources platform at all sites, which integrates the recruitment process and allows for better tracking of activities, such as job postings, interviewing, and hiring.



Florence Copper employees participated in a number of safety training courses throughout 2020, including LOTO Awareness, Fall Protection Courses, Aerial Lift Rescue Training, Forklift Training, Extended Reach Forklift, Silica Training, AED Training, Respiratory Protection, Leadership Training, Eyewash Inspection Training, Incident Reporting, and Incident Investigations. In addition, Environmental Training, including Spill Reporting, Training for the Workforce, Aerosol Can Disposal, Stormwater & Spill Prevention, Control and Counter Measure, and Respectful Workplace Training was conducted.



2020 Performance Metrics

Performance Metrics	2020	2019	2018
Annual Investment in Training	\$588,915	\$886,630	\$457,957
Number of Employees Under Age of 35	197	201	202
Number of Apprenticeships	9	9	10
Number of Engineers in Training	13	13	9
Number of Summer & Co-op Positions	13	13	19



Annual Training Investment
\$588,915

Employees Under Age of 35
197

Apprenticeships in 2020
9



2021 Objectives

- At Gibraltar, provide approximately 100 hours of training per employee throughout 2021, such as: confined space training, fall protection, propane training, new haul truck training orientation, computer based training, and others.
- Develop an in-house sustainable supervisory training program at Gibraltar.



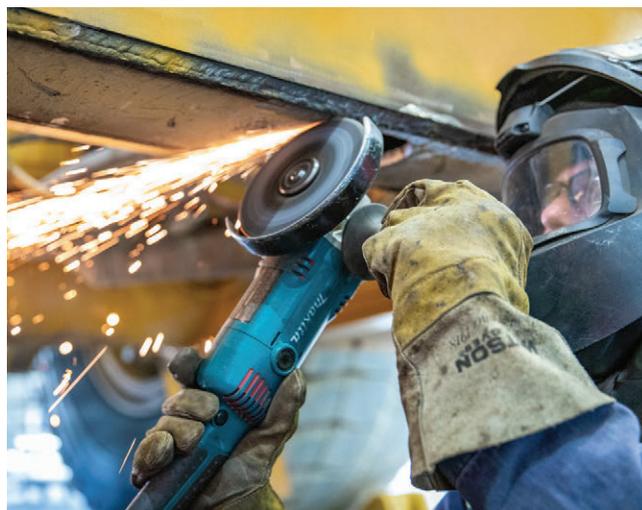
"Gibraltar has supported my professional development within the Supply Chain field, most recently with the pursuit of my Supply Chain management designation, which has broadened my expertise in the field. I have been able to meet great people, both within my department and site wide that have helped me develop professionally and personally."

LILLIAN ASPINALL Senior Buyer, Supply Chain, Gibraltar Mine



A HEALTHY & SAFE WORK ENVIRONMENT

The health, safety, and well-being of our employees, contractors and their families is Taseko's number one priority. Our operational practices target continuous improved efficiencies, safety performance and occupational health.



Taseko's Priorities

Leadership in Safety

By enlisting the support of each employee, the Company has developed departmental goals that are aimed at encouraging employees at all levels to take a leadership role in incident prevention. Investing in our employees and their training gives everyone the confidence to be a leader when looking out, not only for their own safety, but for the safety of their coworkers.

Safety is a Core Value

As safety is a core value at Taseko, there are a number of programs in place to ensure a safe and healthy workforce, including:

- An Occupational Health & Safety Committee
- SAFESTART training, an advanced safety awareness and skills development program
- A strict drugs and alcohol policy
- Zero tolerance to workplace harassment
- Internal communication expectations and procedures

COVID-19

In 2020, during the worldwide COVID-19 pandemic, Taseko implemented several new procedures to protect employees, contractors and suppliers from the virus. The COVID-19 Safety Plans at Gibraltar and Florence Copper includes social distancing requirements, wearing masks and/or respirators when necessary, restricting visitors and vendors from site, health screening of all visitors, encouraging employees that are able to work remotely to do so when practical, and daily health screening with questionnaires and temperature checks.

Gibraltar's Loss Prevention department commissioned Total Safety Services, an external firm specializing in developing strategies and solutions to help manage a safe work environment. Total Safety completed an on-site audit of Gibraltar Mine's COVID-19 Safety Plan and provided a follow up report. An Occupational Hygienist from Total Safety was on site for two days completing inspections, reviewing documents and interviewing employees. After reviewing the audit report from Total Safety, Gibraltar reviewed and updated protocols as necessary.

The British Columbia Ministry of Energy, Mines and Low Carbon Innovation conducted a virtual inspection to discuss COVID-19 preparedness, verifying the protocols and plans were sound.

In addition, at Florence Copper a phased work-from-home plan was implemented in August.

The effort made by all of our employees in responding to the crisis has been admirable. At the time of this writing (April 2021) precautionary procedures and measures continued to be applied.

Establishing Health & Safety Protocols at Florence Copper

As the Florence Copper Production Test Facility operations began and additional employees joined the team, establishing health and safety protocols was high importance.

Florence Copper's safety program focused on team building and investing in workers through training. Initiatives included mandatory Site Specific Training for workers and contractors, weekly safety meetings, weekly safety audits, usage of Kahoot mobile phone app for safety questionnaires, regular updates to the Health and Safety Plan, in addition to a number of safety training sessions that are outlined under Training & Development on page 24.

In March of 2020, a full-time Safety Coordinator was hired and now actively participates in OSHA-CDC meetings.

In addition, Florence Copper employees were invited to enter the 1st Florence Copper Safety Slogan contest. The winning slogan for 2021 was submitted by Dan Valenzuela, Florence Copper's Operations Manager.



Gibraltar Mine Rescue Team

Gibraltar has 61 employees that participate in Mine Rescue on site. These first responders are from Mine Operations, Mine Maintenance, Mill Operations, Electrical, Supply Chain, Site Services, Training and Loss Prevention.

The 2020 and 2021 Provincial Mine Rescue competitions were cancelled due to COVID-19; however, the teams continue to train regularly using appropriate safety protocols.

2020 Performance



Gibraltar reported 0 loss time incidents, 0 days lost, 0 loss time severity and 0 loss time frequency for 2020.



Gibraltar's 2020 reportable injury frequency (RIF) was 1.53 for 2020, down from 2019.



An full-time safety coordinator joined the Florence Copper Team in March 2020.



Health and safety protocols at Florence Copper were established.



2020 Performance Metrics



Gibraltar in 2020

0

Lost Time Incident and Days Lost

0

Loss Time Severity and Frequency

Performance Metrics		2020	2019	2018	Industry Avg. ¹
Gibraltar	Lost Time Incident (YTD)	0	5	0	N/A
	Medical Aids (YTD)	11	16	5	N/A
	Days Lost (YTD)	0	538	0	N/A
	Loss Time Severity (YTD)	0	72.7	0	105.72
	Loss Time Frequency (YTD)	0	0.68	0	0.68
	Total Reportable Injury Frequency ²	1.53	2.84	0.7	N/A
Florence Copper ³	First Aid Cases (YTD)	3	1	0	N/A
	Medical Treatment (YTD)	1	0	0	N/A
	Lost Time Injuries (YTD)	1	0	1	N/A
	Lost Time Incident Rate (YTD)	2.45	0	10.16	N/A
	Total Recordable Incident Rate (YTD)	4.89	0	10.16	N/A
	All Injury Frequency Rate (YTD)	4.89	0	10.16	N/A



2021 Objectives

- Continue COVID-19 safety protocols at Gibraltar and Florence Copper, which will be continuously reviewed and revised as necessary.
- Achieve a LTI and Medical Aid combined frequency rate of 1.0 or lower at Gibraltar.

Notes: 1. 2020 BC Mining Industry Average.

2. The total reportable injury frequency rate is the number of lost time injuries, fatalities and other injuries requiring treatment by a medical professional per total hours worked.

3. Average not applicable to Florence Copper as it is not a typical mining operation. It is regulated under the United States Department of Labor Occupational Safety Health and Administration.



“People are always initially impressed with the size of everything at a large open pit metal mine. Then, when they come to understand that the entire department I work in is focused exclusively on safety and nothing else -- that our purpose is not production-related but is solely dedicated to working with all the other departments to ensure all work is completed safely -- that really impresses them. They are similarly impressed with the resources we have in place to continuously improve our safety practices and our ambition to achieve zero harm.”

DALE LAWSON Senior Coordinator, Health & Safety Loss Prevention, Gibraltar Mine

16 years at Gibraltar

Our Communities

Generating Economic & Social Value	30
Community Investment	33
Community Engagement	37



A mining company has the ability to provide long-term sustainable value to communities, even long after operations have closed.

From the creation of new infrastructure and upgrades, to the economic spin-off effects of supporting mom and pop shops, the value and benefit extend far beyond payroll.

ROBYN WEST Superintendent, HR + Loss Prevention, Gibraltar Mine

GENERATING ECONOMIC & SOCIAL VALUE

Taseko's success is derived through mutual benefit, where communities and people gain value and opportunity from the investments we make and the work we perform.



Taseko's Priorities

Local Procurement

Taseko's operations make meaningful and lasting contributions to the economic and social well-being of communities. We design mine development and operations with community benefit in mind. To the greatest degree possible, we inject revenue directly into local economies through our procurement practices.

Local Hiring

Taseko's employees live locally and make a similar contribution through their own personal spending. The Company is committed to local hiring, favouring current and future residents.

Salaries at Taseko's operations are typically described as high, head-of-household income. Locally, resident employees earning high wages generate local spinoff benefits for the local economy; residential construction, commercial and residential real estate investment, the purchasing of near-by goods, services and supplies, leisure and recreational equipment sales, and the establishment of an economic and social foundation for future generations including education, sports, and cultural opportunities and facilities.

The strength and vitality of local communities is a determinant in the overall health of a nation. When communities are strong, the country is strong.

2020 Performance



96% of Gibraltar employees reside in the nearby communities of Williams Lake, 100 Mile House, and Quesnel; with total wages of \$72.3 million.



57% of Florence Copper employees reside in the nearby communities of Florence, Coolidge, San Tan Valley, Queen Creek, and surrounding communities; with total wages of \$2.14 million, an increase of over \$720,000 compared to 2019.



Florence Copper's local procurement for 2020 was over \$2.5 million, double that of 2019.

2020 Performance Metrics

Performance Metrics		2020	2019	2018
Gibraltar	Percentage of Local Employees ¹	96%	96%	95%
	Wages Distributed Locally ¹	\$72,372,917	\$71,662,332	\$67,701,687
	Percentage of Wages Distributed Locally ¹	96%	95%	94%
	Procurement Distributed Locally ²	\$116,301,804	\$121,864,983	\$120,936,517
	Percentage of Procurement Distributed Locally ²	39%	38%	36%
Florence Copper	Percentage of Local Employee ³	57%	60%	63%
	Wages Distributed Locally ³ (USD)	\$2,137,191	\$1,418,860	\$861,160
	Percentage of Wages Distributed Locally ³	62%	59%	72%
	Procurement Distributed Locally ⁴ (USD)	\$2,540,916	\$1,161,565	\$9,403,479
	Percentage of Procurement Distributed Locally ⁴	23%	20%	36%

% of Local Wages Distributed

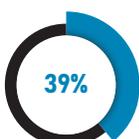


Gibraltar¹



Florence Copper³

% of Local Procurement Distributed



Gibraltar²



Florence Copper⁴

Florence Copper

Wages Distributed Locally³ (USD)

\$2.14M

▲ 51% increase compared to 2019

Procurement Distributed Locally⁴ (USD)

\$2.54M

▲ 118% increase compared to 2019



2021 Objectives

- As Yellowhead permitting preparation activities continue into 2021, Taseko will contract local individuals, and when possible Indigenous people, to assist in conducting baseline study work.
- Construction of the Florence Copper commercial facilities is expected to begin in 2021. Approximately, 200 people will be required for construction; 170 for operations. Consistent with Taseko's hiring policy, preference will be given to local individuals from nearby communities.
- BC Stats was commissioned to develop an economic Input-Output model for the Yellowhead Project.

Notes:

1. Includes Williams Lake, 100 Mile House and Quesnel.
2. Includes Williams Lake, 100 Mile House, Quesnel, Prince George, Kamloops and surrounding areas.
3. Includes Florence, Coolidge, San Tan Valley and Queen Creek.
4. 42 mile radius from project, includes Apache Junction, Casa Grande, Chandler, Coolidge, Florence, Gilbert, Gold Canyon, Kearny, Maricopa, Mesa, Queen Creek, and San Tan Valley. 2018 procurement includes PTF construction.

The Economic Value Created by TASEKO'S YELLOWHEAD PROJECT

BC Stats, the central statistics agency of the Government of British Columbia, has completed an economic impact assessment of Taseko's Yellowhead Copper Project.

Expected to generate more than \$17 billion in revenue, BC Stat's report estimates Yellowhead will **CREATE 2,925 ANNUAL FULL-TIME EQUIVALENT JOBS** during the two-year construction phase and will **SUSTAIN 1,634 ANNUAL FULL-TIME EQUIVALENT JOBS** over the 25 years of operations. In addition, the construction and operation of the mine is estimated to contribute \$14.5 billion in GDP and generate over \$3.9 billion in government revenue.

Total Revenue

More Than

\$17 Billion

Annual Full Time Equivalent Jobs

During 2-Year Construction



British Columbia

2,925

Thompson Nicola Regional District

2,071

During 25-Year Operating Life of Mine



British Columbia

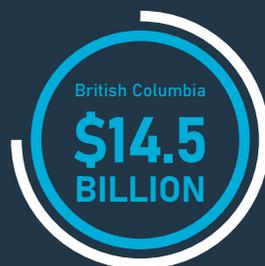
1,634

Thompson Nicola Regional District

887

Total Construction, Sustaining Capital & Operations

Provincial GDP



Thompson Nicola
Regional District

**\$10.9
BILLION**

Government Revenue



Thompson Nicola
Regional District

**\$3.1
BILLION**

Source: British Columbia Stats

COMMUNITY INVESTMENT

Generating community benefit and value extends beyond payroll and corporate procurement. Opportunities for improved health, athletic endeavour, arts and cultural experience, new learning and discovery are important contributors to the individual spirit and community growth and resilience.



Our employees children enjoying Gibraltar's float during the local Stampede Parade

Taseko's Priorities

Community Investment

The majority of Taseko's charitable and support initiatives are directed to maximize local benefit. We ensure that each of our operating sites is equipped to evaluate and contribute to local need through volunteerism, charitable donation and in-kind support.

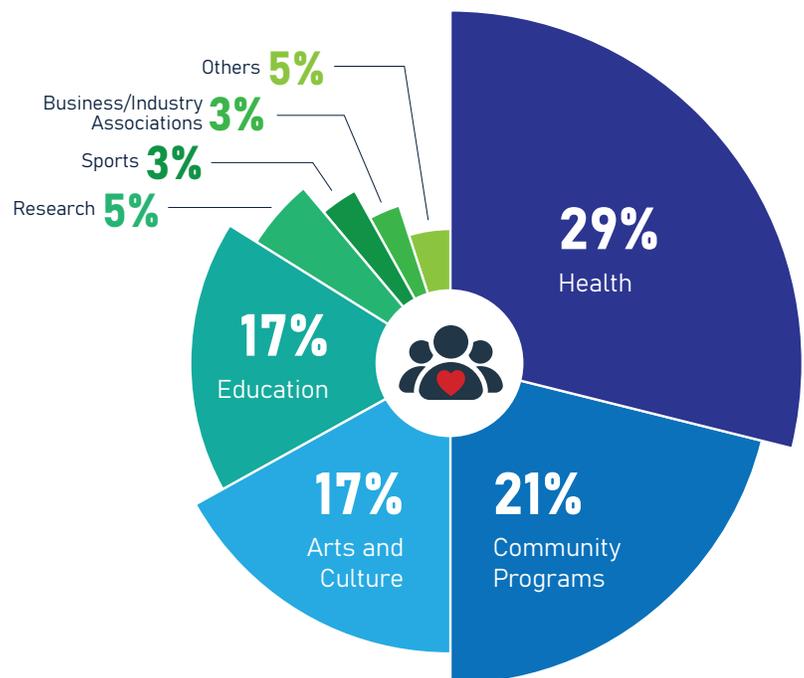
Donation & Sponsorship Priorities

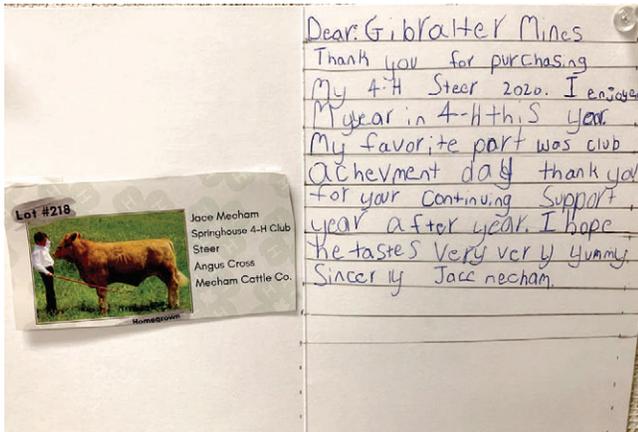
Priority is placed on initiatives that will be sustainable beyond the life of the mine, support healthy communities and involve our own employees in the delivery of local programming.

Donation Highlights

\$6.6 Million
Donation since 2011

Since 2011, the combined list of donations to charitable and community support groups provided by the Gibraltar Mine, the Florence Copper Project and Taseko is over \$6.6 million.





\$80,000
4H Club

The Cariboo, home to Taseko's Gibraltar Mine, was built on ranching, mining and farming. Ranching continues to play a principle role in the lives of many families in the region. Over the past ten years, Gibraltar has been proud to donate over \$80,000 to the local 4H Club, which has included the sponsorship of many events such as the launch of a 4H Branch for Williams Lake First Nation youth and community members.

In 2020 alone, Gibraltar donated over \$27,000 to the Williams Lake and area 4H Club, an employee driven program that in turn also provided support to the local food banks. Gibraltar purchased 4H livestock, conducted an employee raffle, and donated the raffle proceeds to the local foodbank.

School District No. 27
CARIBOO • CHILCOTIN

\$29,000

School District 27

Since 2010 Gibraltar has donated \$29,000 to the local school district, one of the programs Gibraltar is heavily involved in is the Heavy Metal Rocks Program. The Heavy Metal Rocks Program is a large in-school event, which Gibraltar has supported for the last 10 years. The Program provides the opportunity for younger people to learn about mining and operate equipment in a controlled setting. In addition to monetary support, Gibraltar donates manpower through first aid, skilled operators, pit shifters, as well as other supplies and gifts.





Over **\$813,000**

United Way Campaign

Since 2008, Taseko-Gibraltar employees, along with the Company, have donated \$813,000 to the Annual United Way Campaign, an employee driven program focused on local need for local benefit.



\$59,000

The Florence Copper Community Foundation

The Florence Copper Community Foundation was created to support community need initiatives. The Foundation makes a valuable contribution to the citizens of Florence and greater Pinal County through charitable donations, community project support, and sponsorships. To date over \$59,000 has been awarded through the Foundation.

In 2020, Florence Copper Community Foundation awarded a \$2,500 grant to the Friends of the Casa Grande Ruins for their newly created Distance Learning Project. The Friends of Casa Grande Ruins is a nonprofit, citizen-based organization, which was formed to support Casa Grande Ruins National Monument and assist in the preservation, protection, interpretation, and enjoyment of the Monument for present and future generations. Typically, there are hundreds of young students who tour the Ruins each year to learn about the history of the area. The Distance Learning Project was created to continue the Casa Grande Ruins' elementary education during the Covid-19 crisis.



\$1.5 Million

Joseph & Rosalie Segal Family Health Centre

In July 2013, Taseko made a three-year \$1.5 million financial contribution to help build a new Mental Health Facility at Vancouver General Hospital (VGH).

It was the largest corporate donation and helped in the drive to make the new Joseph & Rosalie Segal Family Health Centre a reality. The funding helped make the building of the new state-of-the-art facility, possible and the creation of a therapeutic and healing environment a reality for patients from across the province.



\$66,700

SCHOLARSHIP PROGRAM

Florence Copper Scholarships Program

Since 2011, Florence Copper has awarded \$66,700 in post secondary scholarships to high school seniors from Florence as part of its Creating Opportunities Scholarship Program. The program has helped 33 local students fulfill their higher education goals.

In 2020, Florence Copper was proud to provide two scholarships to Florence Highschool graduates.



2020 Performance



Donated \$151,000 in 2020 to local charities and support groups. In addition, the Company supported the communities through other means, such as donated time and supplies.



Continued the Florence Copper scholarship program, providing scholarships to two students from the Florence High School.



In late March, Gibraltar's safety team provided fit testing equipment and a qualified trainer for two days of testing with doctors, surgeons, anesthesiologists, nurses, and COVID-unit personnel. A total of 41 tests were performed for full face and half mask respirators, as well as education about the care and maintenance of tight-fitting respirators. Later in the spring, when dental surgeries resumed, the dentists and staff from Cariboo Dental Clinic and local doctor's office requested fit testing for full-face respirators. Once again, Gibraltar's team set up at the Cariboo Memorial Hospital and performed ten more fit tests.

2020 Performance Metrics

Performance Metrics	Total to Date	2020	2019	2018	2006-2017
Charitable Giving	\$6,682,061	\$151,178	\$169,438	\$244,720	\$6,116,725
Number of Florence Copper Scholarships Awarded	33	2	4	2	25



2021 Objectives

- Continue to identify and respond to local need in the communities in which we operate.



"To me, the Florence Copper Project represents opportunity. It represents jobs and economic uplift for the area. It offers a chance to deliver large scale, lasting value and benefit for our community and the people who call it their home."

STACY GRAMAZIO Communications and Public Affairs Manager, Florence Copper



COMMUNITY ENGAGEMENT

Taseko is dedicated to supporting community initiatives and establishing enduring beneficial relationships with local stakeholders and Indigenous community members.



Taseko's Priorities

Indigenous People's Policy

At the heart of our Indigenous People's Policy is the commitment to establish mutually beneficial relationships with Indigenous Peoples. The following principles guide our decisions and the conduct of our employees.

- Respect Indigenous and Treaty rights and the local perspectives on those rights;
- Respect the social, economic, environmental and cultural interests of Indigenous Peoples;
- Undertake early, timely and culturally appropriate engagement with Indigenous peoples;
- Consider traditional knowledge to minimize or mitigate potential adverse environmental and social impacts, and enhance positive benefits of mining and related activities;
- Develop agreements for participation;
- Support and encourage community development programs, which may include education, training, employment and business development, or other community needs and priorities;
- Support and encourage Indigenous involvement in environmental monitoring, closure planning and reclamation and other environmental activities;
- and encourage suppliers of goods and services to the industry to do the same.

Indigenous Agreements

Often it will be the negotiation and adoption of mutually beneficial agreements that mark the first step in the evolution of an enduring relationship with Indigenous communities. The purpose is to create tangible and ongoing opportunity for communities and their members, including financial benefit, access to training and employment and business development that will result from the establishment of mining operations.

Taseko has Agreements with four Indigenous Bands, including:



**Xat'sull First Nation
(Soda Creek)**
(Williams Lake, BC)



Tsay Keh Dene
(Prince George, BC)



Williams Lake First Nation
(Williams Lake, BC)

Engagement & Consultation

Taseko is committed to sharing information and engaging with the community. Our mine and project locations have community relations personnel or managers dedicated to community engagement.

Site Tours

Site tours have been a priority to engage and educate community members; however, due to COVID-19, the Company has paused all in person tours and began virtual tours, to ensure personal safety. Prior to pausing site tours in March of 2020, Florence Copper conducted three public tours to approximately 50 individuals.

Environmental Matters & Partnership

Partnerships with local Indigenous on environmental matters is a regular business practice at Taseko. Since 2012 Gibraltar Mine has worked with Xatśúll First Nation on the progressive reclamation programs at site.

In addition, Gibraltar has collaborated with Xatśúll First Nation, Williams Lake First Nation, and Northern Shuswap Tribal Council to conduct a Fraser River Fish sampling program, to provide information in regards to the safety of consuming fish caught at Traditional First Nations fishing sites, near Gibraltar's water discharge sites.

2020 Performance



In September 2020, Gibraltar Mine was awarded the Jake McDonald Mine Reclamation Award, which recognized the outstanding achievement in reclamation at site and the successful collaboration with Indigenous groups.



Gibraltar's Environmental staff and senior management participated in a traditional Secwépemc Cultural Learning Session (see story on Page 39).



As Taseko continued to advance the Yellowhead Project, the Company began to build relationships with the local community members. Due to COVID-19, Company personnel met with individuals via teleconference and virtual platforms.



Gibraltar, in coordination Xatśúll Natural Resources department hosted beaver trapper training for Xatśúll community members (see story on Page 39).



Additional team members were hired including Environmental Manager and Environmental Assistant at Taseko, an Administrator, First Nations and Community Relations at Gibraltar, as well as an external consulting firm to support community relations and stakeholder tracking.



From January to March of 2020 (pre-COVID, before we suspended public tours), Florence Copper held three tours providing local stakeholders an opportunity to learn about the in-situ copper extraction process, as well as ask questions directly to site personnel.



Gibraltar Mine site and Taseko Head Office personnel participated in intensive stakeholder tracking training.



BC Stats, the Central Statistic Agency for the Government of British Columbia, completed an Economic Impact Assessment for the Yellowhead Project.

Gibraltar's Voluntary Cultural Learning Session: Traditional Secwépemc Sweat House

In October 2020, Gibraltar's environmental staff and senior management team including Gibraltar's Environmental Monitor and Xat'súll First Nations member, Joanne Phillips, were invited to partake in building a traditional Secwépemc sweat house. The event took place at the home of local elders and consisted of collecting willows, rocks and traditional medicines for the construction of the sweathouse. Joanne and her family led an educational session as well explaining Indigenous culture, customs, and the significance of the sweat house. Gibraltar was honoured to be invited to such a meaningful event and are grateful for the experience and cultural learnings.



Beaver Trappers Training

Gibraltar staff, in coordination with the Xat'súll Natural Resources department hosted beaver trappers training for community members. The training was led by Joanne Phillips and Kelsey Pop, Gibraltar employees, Xat'súll community members, and certified BC Trappers. Gibraltar donated trapping materials, including traps and snares, so that the community will be able to continue practicing trapping and keep the beaver population at a manageable level.



Taseko and T'silhqot'in Nation Continue Dialogue

In late 2019 the T'silhqot'in Nation, as represented by T'silhqot'in National Government and Taseko entered into a confidential dialogue, facilitated by the Province of British Columbia, to try to obtain a long-term solution to the conflict regarding Taseko's proposed gold-copper mine currently known as New Prosperity, acknowledging Taseko's commercial interests and the T'silhqot'in Nation's opposition to the Project. The dialogue was supported by the parties' agreement on December 7, 2019 to a one-year standstill on certain outstanding litigation and regulatory matters that relate to Taseko's tenures and the area in the vicinity of Teztan Biny (Fish Lake). The T'silhqot'in Nation and Taseko have made progress in establishing a constructive dialogue. **In December 2020, the parties agreed to extend the standstill for a further year so they can continue this dialogue.**



"Gibraltar is committed to continually developing positive and lasting relationships with local Indigenous communities. Our commitment to engage, share information, and build strong partnerships are fundamental building blocks to sustainable development at every stage of the mining cycle."

KOURTNEY COOK Coordinator, First Nations and Community Relations, Gibraltar Mine

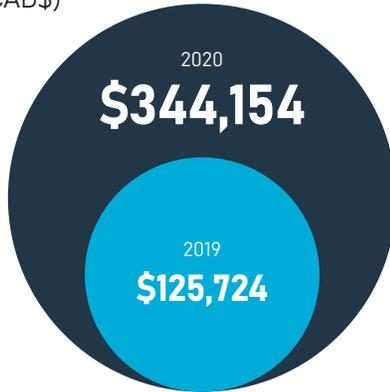


2020 Performance Metrics

Procurement with Indigenous Suppliers

2020 vs. 2019
(CAD\$)

▲ 174%

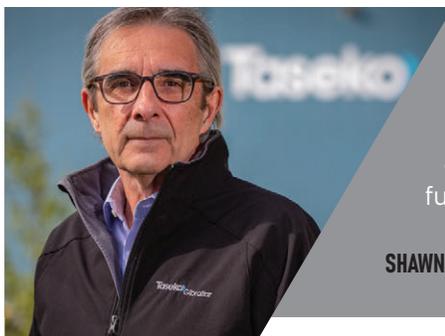


Downtown Williams Lake



2021 Objectives

- Host open houses, site tours, and information meetings for local stakeholders regarding the Yellowhead Project (timing and type of meeting, ie. in person or virtual will be determined based on the status of COVID-19).
- Conduct a tour of Gibraltar's Fraser River discharge line, reclaim water reservoir, substation, and river discharge location for Indigenous Elders and youth, which will give an opportunity to educate the community on Gibraltar's discharge process and practises (timing is dependent on the status of COVID-19).
- Host a career in mining information session for Indigenous youth (timing is dependent on the status of COVID-19).
- Establish a virtual tour option for interested Florence residents, as part of keeping a safety focus with COVID-19.
- Ensure that Florence Copper Project stakeholders are well informed during the public comment process for the Environmental Protection Permitting process by increased emails, website postings and other communications.



"People will often forget that beyond those directly employed at Gibraltar, the economic benefit to the community is broad, as Gibraltar engages a number of good and service providers from the surrounding area. Economics aside, Gibraltar actively participates in the surrounding communities through funding and supporting of group activities, festivals, and supporting events."

SHAWN DALEY Manager, Administration, Gibraltar Mine



Sustaining Our Environment

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Air Quality Monitoring at Gibraltar



Florence Copper's Production Test Facility is a successful demonstration of how in-situ copper recovery technology can safely produce the raw materials for the green energy that we all want.

IAN REAM Senior Hydrogeologist, Florence Copper

GREEN COPPER: FLORENCE COPPER PROJECT

The in-situ copper recovery (ISCR) process at Florence Copper is a prime example of how new technology and practices can ensure minimal environmental disturbances during the resource extraction process.



Florence Copper Project Location

WHAT IS IN-SITU COPPER RECOVERY (ISCR)?

ISCR is a non-invasive mining method that uses solutions to dissolve and extract copper from deep in the ground without environmental disturbance. A weak acidic solution (99.5% water and 0.5% sulfuric acid) similar in pH to household vinegar (between 2-3 pH) is released into a soluble copper oxide deposit 400' to 1,200' below ground. The solution dissolves the copper oxide and the resulting copper-rich solution is pumped to the surface where it is manufactured into 99.9% pure copper sheets. ISCR is an environmentally sound process that has been proven successful around the globe for decades in other types of mining activities. Specifically in Florence, ISCR was performed by BHP in the late 90's and has proven itself again through the successful operation of the Production Test Facility (PTF).

Florence Copper extracts copper using a water-based solution in the ISCR process. This method requires no open pit, no tunneling, no blasting, no waste dumps, no tailings storage facility, and none of the large equipment typically associated with traditional mining activity. ISCR is energy efficient, uses significantly less water, and produces far less carbon dioxide emissions than a conventional mining operation, on a per pound of copper produced basis.

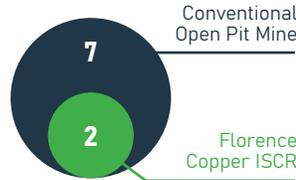
Once the deposit has been depleted of copper, the land will look much as it does today and may be used in a variety of ways: parkland, residential, commercial or manufacturing activities, or simply returned to its natural desert landscape.

Conventional Open Pit Mine VS. Florence Copper ISCR

Energy Consumption

(kWh / lb Cu)

▼ 71%



Fresh Water Use

(gal / lb Cu)

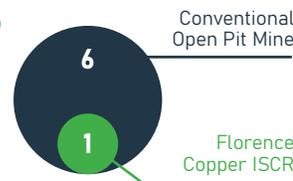
▼ 93%



Carbon Emissions

(kg CO₂ / lb Cu)

▼ 83%



ISCR is an opportunity for economic activity with minimal environmental impact.



Small Environmental Footprint



Lower Fugitive Dust Emissions



Limited Land Disturbance



Numerous Site Redevelopment Opportunities (Post Closure)



Lower Energy Requirement than Conventional Mining



“I moved to Florence so I could work at what I consider to be my ‘dream job’ with a gifted team of environmentally responsible professionals who are committed developing the cleanest, greenest copper production facility in the country.”

JANE FILLMORE Environmental Engineer, Florence Copper



ENERGY MANAGEMENT & CLIMATE CHANGE

Continuous improvement in energy efficiency is an important component of our success. Reducing potential impacts on the climate is a duty we owe to our fellow citizens, to the planet we share and to the atmosphere upon which we all depend.



Gibraltar's Tailing Storage Facility

Taseko's Priorities

Energy Management Policy

Gibraltar's energy management policy contains the following commitments:

- Consider the energy consumption of our operations and take appropriate steps to maximize efficiency.
- Integrate energy management policies, programs and practices into all activities and new projects.
- Work with suppliers and contractors to develop effective and efficient measures to reduce energy consumption.
- Acquire and maintain materials and equipment to promote energy conservation.
- Encourage employees at all levels to take a leadership role towards reducing energy consumption and improving efficiency.
- Provide employees with information and training necessary for them to contribute to meaningful energy conservation.
- Maintain an energy and greenhouse gas management system and energy management team to review energy consumption and resulting greenhouse gas emissions to ensure continued recognition of energy management as high priority.

Gibraltar Employee Commuter Bus

In 2010 an employee bus program was implemented at Gibraltar to reduce traffic between the mine site and Williams Lake and Quesnel. For nine years, the bus program was a huge success with over 41% of employees per shift utilizing the program.

In the spring of 2020, ridership reduced as a result of COVID-19; however, safety protocols allowed the program to continue to run in a safe manner.

2020 Performance



In 2020, total energy consumption at Gibraltar Mine was **499,421,305 kWh** and **2,828,576 kWh** at Florence Copper.



Gibraltar Mine is powered by hydroelectric power, which is a clean and reliable source of energy. This is unlike many other mining operations that are powered by coal or natural gas power plants.



Since 2014 a cumulative of 3.4 billion kWh have been saved at Gibraltar because of a number of energy saving initiatives, including bulk flotation cell replacement, new cooling systems installation, air compressor sequencing, energy efficient lighting in the mill and pit shop, among many others.



Engaged a third party, Skarn Associates Limited, who verified Taseko's Scope 1 + 2 emissions calculations (see page 15 & 45).

2020 Performance



Gibraltar reports GHG emissions annually to the BC and Canadian Government, as per Provincial and Federal requirements.

In 2020, a large energy reduction project was implemented at Gibraltar. The objective of the project was to reduce the amount of pumped water on site, and thereby reduce energy use. Prior to the project, a majority of the water pumped from Gibraltar's control was pumped into the tailings pump box, pH corrected and then pumped to the tailings storage facility. Now instead, the water is added to the ball mill grinding circuit as process water, offsetting the water usage from the reclaim water system and therefore reducing the required pumping of recycled water on site and reducing total energy used. This initiative resulted in:

>793K kWh Saved for the year
\$80,000 Hydropower Saving costs for the year

2020 Gibraltar GHG Emissions Summary	
CO ₂ Equivalent Emissions (Total Tonnes)	
STATIONARY	DIESEL GENERATORS
9,103.7	454.1
ASSAY LAB	PROPANE (CYLINDER USE)
306.2	22.7
FUGITIVE	MOBILE - DIESEL
16.8	83,953
BLASTING	TOTAL EMISSIONS
2,778.4	96,635

2020 Performance Metrics

Gibraltar

Performance Metrics	Total Since 2014	2020	2019	2018
kWh Used	3,389,779,241	499,421,305	485,687,562	491,758,463
kWh Saved	282,205,847	28,803,939	24,081,828	38,272,840
Dollars Saved (Based on kWh Saved)	\$24,137,242	\$2,885,826	\$2,262,563	\$3,487,903
Diesel Used (Litres)	242.5 M	31.5 M	39.8 M	37.9 M

In 2020 (t CO ₂ e/t Cu eq.)	Scope 1	Scope 2
Greenhouse Gas Emissions	1.66	0.09

2020 Gibraltar Copper Carbon Intensity	
Scope 1	Scope 2
1.66	0.09
t CO ₂ e/t Cu eq.	t CO ₂ e/t Cu eq.

Florence Copper¹

Performance Metrics	2020
kWh Used	2,828,576
Diesel (Gallons)	4,710



2021 Objectives

- Conduct a site-wide audit for energy efficiency at Gibraltar to determine opportunities for improvement.
- Commence construction of the Florence Copper Project, which will have one of the smallest environmental footprints of any copper production facility in the world and will be a low carbon intense facility.

Note: 1. Florence Copper began tracking usage metrics in 2020.

LAND RECLAMATION

Mining is a temporary use of the land. Once operations are complete, the entire site is restored and returned to nature. In anticipation of final restoration our reclamation work begins day one.



Gibraltar's Environmental Team, accepting the Jake McDonald Mine Reclamation Award

A Reclamation and Closure Plan is one the first tasks undertaken. Before mining even begins the Company is thinking about closure and how to plan and execute mine operations in a way that facilitates returning the property to its natural state.

Taseko's Priorities

Progressive Land Reclamation

Gibraltar performs "progressive land reclamation and best practice initiatives," meaning we are continuously reclaiming our property applying the latest technology and environmental science as mining is underway. We do this so that when we get to the final closure stage the work is nearly all complete. What remains will be the removal of all machinery, equipment and building superstructures. Concrete foundations are anticipated to be covered and re-vegetated and scrap materials will be disposed of in accordance with relevant regulations or directions from the Chief Inspector.

Lands is reclaimed with the objective of meeting and land use objectives.

Predetermined Land Use Objectives

The work performed at Gibraltar is designed to meet predetermined land use objectives. The pre-disturbance land use was primarily wildlife habitat and summer grazing for cattle. As a primary objective of the reclamation program, Gibraltar will limit impacts on downstream terrestrial and aquatic resources via reclamation and monitoring programs ensuring receiving environment objectives and long-term stability of the mine workings are met. The surface of the land and watercourses will be reclaimed to an end land use suitable for wildlife habitat.

Objectives are achieved through a combination of prescribed re-vegetation treatments that establish forest cover values and open forage areas that support wildlife utilization and consider traditional uses.

Establishment of diverse wildlife habitat types enables future use by recreational hunters, and use by First Nations for traditional hunting, trapping and gathering purposes. In addition, cattle grazing occurs from spring to late fall around the perimeter of the mine area and grazing use on the mine site, is proposed for post-closure.

Indigenous Partnerships

Since 2012, Gibraltar has collaborated with the Xat'sūll First Nations to conduct Gibraltar's reclamation programs. The partnership provides local Indigenous employment and work experience, giving traditional knowledge and Indigenous perspectives to Gibraltar's environmental team.

Gibraltar's environmental team, with support from the Xat'sūll, have won multiple awards for the large-scale reclamation projects and progressive reclamation research trials. In 2012, the British Columbia Technical and Research Committee on Reclamation (BCTRC) awarded the operation the Metal Mine Reclamation Award and in 2020 the prestigious Jake McDonald Mine Reclamation Award for outstanding achievement in reclamation at site.

Research Programs

Gibraltar’s land reclamation program is centered on collaborative research to develop innovative techniques and to introduce original ideas. The mine site often supports master’s students from BCIT, Simon Fraser University and Mitacs to support research trials.

Taseko believes research activities are an integral component of responsible mining. Projects, such as the ones ongoing at Gibraltar, demonstrate the important measures the Company takes early in the mining process to ensure areas mined can be fully reclaimed.

2020 Performance



Continued partnership with Xatsúll First Nations. The Xatsúll reclamation team members provide traditional knowledge in regards to plant species.



In September 2020, Gibraltar Mine was awarded the Jake McDonald Mine Reclamation Award, which recognized the outstanding achievement in reclamation at site and the successful collaboration with Indigenous groups.



Continued the research and land reclamation programs at Gibraltar that related to the structural development of soil microbial communities, research that builds off the 45 years of reclamation at Gibraltar and includes partners including BCIT, Simon Fraser University and Mitacs.



Over 11,900 trees and 53,000 shrubs were planned on Gibraltar’s mine site in 2020.

2020 Performance Metrics

Gibraltar

Performance Metrics	Total Since 2014	2020	2019	2018
Area Disturbed within (ha)	326	23	105	73
Area Reclaimed (ha)	107	0	9	11
Area of Grass Seeded (ha)	294	1.2	13.5	95
Trees Planted (count)	88,311	11,903	4,730	14,670
Shrubs Planted (count)	256,066	53,172	0	0



11,903

Trees Planted in 2020

53,172

Shrubs Planted in 2020



2021 Objectives

- Continue with progressive reclamation efforts and prepare to update the 5-year reclamation plan.

WASTE & ENVIRONMENTAL MANAGEMENT

Taseko is committed to responsible waste management.



Taseko's Priorities

Waste Management Procedures and Practices at Florence Copper

The in-situ copper recovery (ISCR) process produces substantially lower volumes of mineral waste than traditional mining methods. ISCR process waste will be limited to solids derived from water treatment and waste from the Solvent Extraction/Electrowinning (SX/EW) plant. During the initial years of commercial operations, prior to rinsing commencing, a small neutralization plant will treat excess hydraulic control flows and process solution. The treated water will be evaporated from lined process water impoundments.

At Florence Copper, cardboard, paper, plastic and aluminum is collected on site for recycling. Items such as light bulbs, batteries and electronic devices are shipped off site for appropriate disposal and recycling.

Waste Management Procedures and Practices at Gibraltar

Detailed on page 65 is Gibraltar's extensive Waste Management Procedures and Practices, which illustrates the commitment to responsible waste management at the mine site. All waste generated is disposed of responsibly and recycling programs have been established and are strictly adhered to.

2020 Performance

- Florence Copper donates used electronic equipment including computers and monitors to local schools and non-profits. In 2020, 39 electronics consisting of laptops and docking stations, modems & switches, old phones, and power supplies were recycled or donated.



"The core of what I do is to look after and protect the environment – this is my favourite part of my job."

KELSEY POP Environmental Monitor, Gibraltar Mines

3 years at
Gibraltar

2020 Performance Metrics

Gibraltar

Recycling Performance Metrics	Total Since 2014	2020	2019	2018
Tires (Count)	9,642	1,064	2,467	2,464
Batteries (Kg)	46,258	7,969	7,978	9,479
Recycled Steel (Kg)	36,383,709	4,332,599	4,890,806	4,577,750
Waste oil (Litres)	1,829,197	276,800	275,950	262,450
Grease/Oil Products (Litres)	932,978	212,490	204,802	148,285
Oil Filers (Kg)	113,766	18,200	23,900	17,300
Recycled Cardboard (Kg)	109,450	20,520	23,610	22,350

Florence Copper¹

Recycling Performance Metrics	2020
Lead Acid Batteries (lbs)	80
Florescent Bulbs (lbs)	62
Computers & Monitors (Donated to local schools)	59



Recycling Tires in 2020

1,064



Recycling Batteries in 2020

7,969 KG

Note: 1. Florence Copper began tracking recycling metrics in 2020.



"I really appreciate how environmentally conscious Gibraltar is. The Company puts in a lot of effort to ensure all employees have a solid understanding of their environmental responsibilities on the mine site. I am lucky to be a part of the environmental team here at Gibraltar so I can help educate employees and monitor and minimize environmental impacts."

SOPHIE BOUTILIER Environmental Engineer-In-Training (EIT),
Environmental Department, Gibraltar Mine



WATER MANAGEMENT

All activities, be it in the planning of a new mine, the operation of an existing mine or the closure of an old mine, must be undertaken by professionals, skilled in using the best water management science available.



Water Quality Monitoring at Gibraltar

Taseko's Priorities

Water Quality Monitoring at Gibraltar

A manual named “Environmental Sampling, Monitoring, Data Handling, and Reporting Protocols” describes in detail the expectations and requirements of those who carry the front-line responsibilities for water management on site.

The manual is comprehensive. It contains step-by-step procedures, protocols and safety rules that must be followed and reviewed regularly by all members of the Environmental Group. It is also used as a training guide and reference for environmental staff and other employees who use environmental monitoring data or who collect or interpret environmental monitoring information.

Water Storage at Gibraltar

Reducing water stored at Gibraltar Mine is a continuous effort for mine personnel and the environmental management team. Gibraltar operates and maintains a comprehensive water management system on site.

Associated pond, pit and impoundment structures are surveyed regularly to track and document storage inventories.

Water, including rain and snowmelt, that accumulates within the mine site footprint is collected in a surface drainage system. Water used for mineral processing in the concentrator is then pumped directly to the tailings storage facility (TSF). Excess water on site that meets the permitted environmental qualities is allowed to be discharged to the Fraser River during the authorized discharge period between April 10th to November 10th, annually.

Water is stored in three primary locations: the TSF, in-pit lakes and in drainage ponds associated with the surface drainage collection system. The TSF is a reservoir utilized to store tailings slurry from the mill, process water, localized seepage water and surface runoff water, that is collected around the mine site.

Water Discharge & Reduction

In addition to traditional mining water reduction techniques, Gibraltar has implemented a number of water reduction strategies on site, including pilot test programs.

Pilot Test Programs to Reduce Water On Site

The water reduction strategies on site, including pilot test programs include:

<p>Runoff from mine infrastructure and pit wall dewatering systems is collected in the surface drainage collection system, pumped to the mill, neutralized and pumped to the Tailings Storage Facility.</p>	<p>Sprinklers were established on the beach of the Tailings Storage Facility to aid in dust control and contribute to water reduction through evaporation and were operational in 2015.</p>
<p>In 2011, approximately 3.5 km of ditching to divert clean runoff from the site was constructed effectively reducing the catchment area of the TSF by approximately 15%.</p>	<p>In 2018, Gibraltar engaged an outside firm and completed a water treatment pilot focused on the feasibility and effectiveness of nanofiltration (NF) for sulphate reduction. The results of the 2018 water treatment plant pilot study successfully demonstrated nanofiltration technology as an effective means of reducing sulphate concentrations. As a result, Gibraltar engaged regulators and local First Nations in 2019 on plans to permit a full-scale water treatment plant.</p>
<p>In 2011, a pilot scale wetland was constructed to evaluate wetland passive treatment as an option for treating tailings water.</p>	<p>In 2018, Gibraltar expanded on the 2011 wetland project and added an additional passive wetland for treating tailings water.</p>
<p>In 2011, Gibraltar purchased and installed two evaporators for evaluation as a water reduction technique. The evaporators were operated periodically in 2011, 2014 and 2015 as a water reduction strategy. This technique has been transferred to Florence Copper.</p>	

Water Consumption at Florence Copper

The in-situ process at Florence Copper uses overpumping to draw in water from an area around the recovery zone.

As per the permit requirement, >10% over-pumping is employed to ensure hydraulic control of mining solutions. The remaining 90% of the water is continually recirculated for ongoing copper extraction.

Currently Florence Copper is testing reverse osmosis technology for mine feed solutions, with an objective to reduce the amount of freshwater required during the rinsing process. Treated water (or permeate) is being used for wellfield rinsing to demonstrate optimization of the in-situ copper recovery water balance. Initial testing has demonstrated the ability to produce water quality consistent with formation water, potentially reducing freshwater consumption during the rinsing process by >50%.

2020 Performance

- In 2020, Gibraltar discharged a total of 4.8 Mm³ of water to the Fraser River
- In 2020, Florence Copper consumed 14.3 million gallons of water

2020 Performance Metrics

Gibraltar

Performance Metrics	2020	2019	2018
Water Consumed	0	0	0
Water Discharged (Mm ³)	4.80	4.13	3.24
Water Recirculated (Mm ³)	49.08	44.0	50.8

4.8 Mm³

Water Discharged at Gibraltar



14.3 M Gallons

Water Consumed at Florence Copper

Florence Copper

Performance Metrics	2020
Water Consumed (Million Gallons)	14.3
Water Recirculated (Million Gallons)	14.3



2021 Objectives

- Continue to investigate technologies and alternatives for removal of water on site at Gibraltar.
- Continue to test the reverse osmosis technology process at Florence Copper to reduce the amount of freshwater required during the rinsing process.

Note: 1. Florence Copper began tracking usage metrics in 2020.



“Gibraltar is a leader within the field of mine reclamation. Our team continues to test the use of innovative techniques to continually improve reclamation and environmental performance. I’m proud of the work we do and proud to be a part of the team.”

KOSTA SAINIS Superintendent, Environmental, Gibraltar Mine



AIR QUALITY MANAGEMENT

Procedures and practices are maintained at site as a part of the 'Dust Control Plan'.

Taseko's Priorities

Dust Control Plan at Gibraltar

As part of air quality management, the Gibraltar Mine maintains a Dust Control Plan developed by a qualified professional for the mine, mill, tailings facility, dumps, load-out and any other facilities associated with the site.



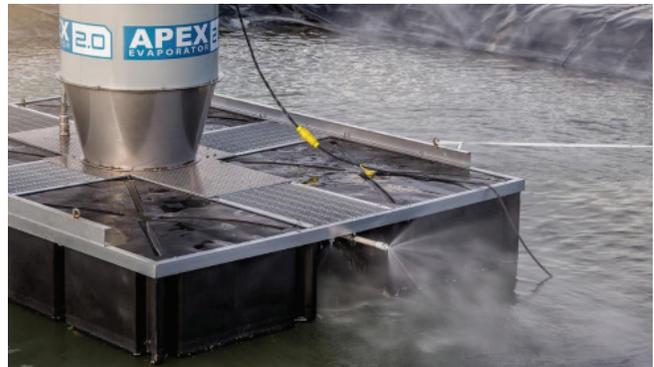
Air Quality Monitoring at Gibraltar

Air Quality at Florence Copper

A number of test initiatives are underway at Florence Copper with the objective of employing them (scaling up) during commercial operations. One of the initiatives includes the installation of low-profile evaporators. The evaporators are designed to reduce the water stored in the process water impoundments; however, the specific design and model ensures there is no negative impact on air quality. In addition, mechanical evaporation test work is being done to maximize evaporative capacity while minimizing the energy required in the process.



Gibraltar's Water truck, which minimizes dust on site



Evaporators at Florence Copper

ENVIRONMENTAL REPORTING

Comprehensive reporting is conducted regularly at all Taseko operations, consistent with permit requirement and industry best practises.



Water Monitoring at Gibraltar

Taseko's Priorities

Comprehensive Reporting at Gibraltar Mine

Gibraltar Mine employees complete comprehensive water and air monitoring programs that include approximately 165 sampling sites across the property at regular intervals. Samples are analyzed by an independent and provincially accredited laboratory based in Vancouver.

More comprehensive than quarterly reports (which also must be filed with the same Ministries) the annual report performs several functions. It summarizes permit data for the year; it includes the tailings performance report; and it reports reclamation activity, special projects, research, and general mine activities on the site that relate to environmental topics. In addition to reporting current data, an analysis and discussion of results are included.

Comprehensive Reporting at Florence Copper

Florence Copper continues to meet all sampling and reporting requirements for the PTF permits with state and federal agencies, including the Arizona State Lands Department (ASLD), US Environmental Protection Agency (USEPA), Arizona Department of Environmental Quality (ADEQ), and Pinal County Air Quality Control District.

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Water & Air Sampling Sites at Gibraltar

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Sampling Sites at Florence Copper



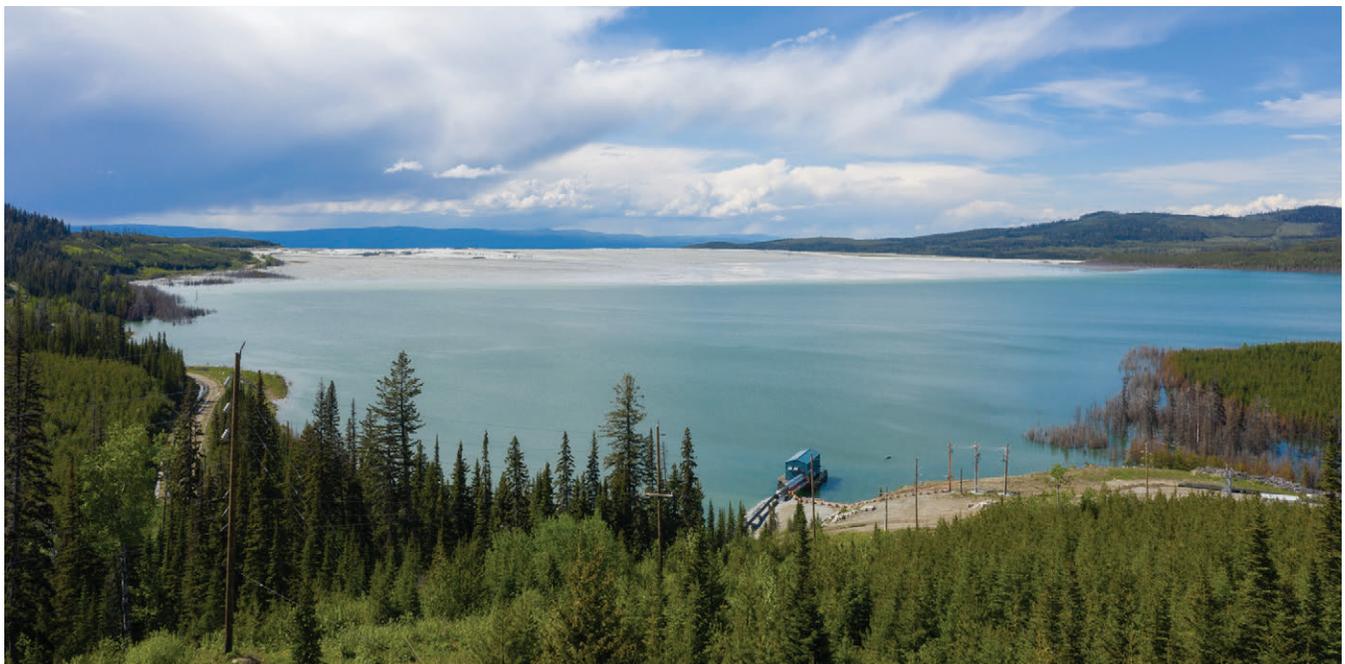
"I am proud to be a part of the Environmental Department at Gibraltar. Protecting the environment using new technologies helps me and my team be more efficient in the field."

TERENA SNODGRASS Senior Environmental Technician, Gibraltar Mine

2 years at Gibraltar

Additional requirements of Gibraltar's Annual Environmental Report include:

<p>1 An evaluation of the impacts of the mining and milling operations on the environment.</p>	<p>3 Results of any investigations of available alternate collection and treatment options for open pit and rock dump drainage.</p>	<p>6 A summary of all water quality and hydrology monitoring data for the previous calendar year, employing tables and graphs where appropriate to indicate trends in key water quality parameters, and including an assessment of relevant quality assurance data.</p>
<p>2 Results of any assessments related to meeting water quality objectives attainment, including any results of investigations into improving detection limits for metals or into the potential causes of trends in key water quality parameters.</p>	<p>4 The results of all ongoing hydrogeological assessment work.</p>	<p>7 The results of any efforts to reduce and treat source contaminants, and to recycle, evaporate or conserve water.</p>



The Tailing Storage Facility at Gibraltar

TAILINGS MANAGEMENT & MONITORING

Dam safety and reliability is paramount at Taseko.

Taseko's Priorities

Best-In-Class Operating Practises

Gibraltar's tailings storage facility (TSF) is managed by a disciplined team of engineers and environmental professionals to achieve globally recognized standards of safety and performance.

In August of 2020 the International Council on Metals & Mining (ICMM) set a new standard, a global benchmark to achieve strong social, environmental, and technical outcomes for the safe management of tailings facilities, towards the goal of zero harm.

Taseko's Engineer of Record (Klohn Crippen Berger) created a compliance checklist to compare the management protocols, practices and operational performance of Taseko's Gibraltar Mine TSF against this new Global Industry Standard for Tailings Management. The results confirmed the Company's operating practises are inline with the newly recommended standards. The results include the following important highlights: The Taseko-Gibraltar team of experts are guided in their work by detailed quality assurance and quality control programs; they apply technically appropriate and proven effective adaptive management practices; there is a disciplined system for tracking, recording, and reporting real-time performance and key document management systems are in place; there are clearly identified roles and responsibilities for all TSF operational staff including Responsible Tailing Facility Engineer, Engineer of Record, and an Independent Tailings Review Board, among the many other best-in-class practises adhered to by all those responsible for the Gibraltar TSF.

RISK MANAGEMENT

Crisis planning and risk management is a standard operating practice for Taseko.

Taseko's Priorities

Corporate and site-specific crisis management plans are regularly reviewed and tested.

Gibraltar's Environmental Action Team (EAT) conducts monthly environmental inspections to identify potential environmental issues within each member's area of responsibility and related to the significant environmental aspects identified by the team so that corrective actions can be taken to address the issues.

An emergency response plan is a required component of Florence Copper's Aquifer Protection Permit. The plan is reviewed, monitored and updated regularly.



Eyes on Task

DANGER
USE FOR NEED
ALWAYS PROTECTIVE
EYE WEAR OFFERED
BY US

Putting It All into Practice

New Employee Orientation

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NEW EMPLOYEE ORIENTATION



Taseko’s commitment to human safety and environmental integrity is best demonstrated on-the-ground, at the Gibraltar Mine. And it starts on day one.

Every new employee goes through a rigorous and thorough orientation before they are able to work at Gibraltar. We train every employee so that they know what we expect of them. The work they perform must be in keeping with our policies and procedures. They must apply our methods and share our commitment to their health and safety and to the proper care and management of the natural environmental in which we work.

Employees Orientation

DAY 1 Employee Sign-on General Orientation	DAY 2 Safety Orientation	DAY 3 AND 4
<ul style="list-style-type: none"> • History • Our Team • Labour Relations • Occupational Health & Safety Committee (OHSC) • Company Policies • Company Communications • Environmental Policy • Energy Policy • Off Limit Areas 	<ul style="list-style-type: none"> • Safe Start Units 1 & 2 • Meet & Greet with Senior Management Team (Lunch Provided) • Fire Extinguisher Training 	<ul style="list-style-type: none"> • Fall Arrest Training (if required) • Confined Space Training (if required) • WHMIS • Computer Based Training (CBT) • Standard Operating Procedures (SOP)



What We Expect from Our Employees: Code of Conduct

Our employees determine the reputation of our organization. Every action taken during the course of a business day should preserve or enhance this reputation by achieving standards of honesty, fair dealing and integrity.

Employees have an obligation to:

Be honest, straightforward and sincere in their approach to work and to avoid improper personal benefits as a result of their position.	
Comply with all laws, regulations, rules and codes of practice.	Use e-mail and internet services responsibly.
Maintain an environment free of harassment.	Avoid conflicts of interest.
Refrain from offering or accepting gifts and benefits that are unreasonable or where there is a personal gain or benefit.	Ensure that their outside interests do not interfere with their duties and responsibilities at Gibraltar.





Health & Safety: An Award Winning Safety Record is No Accident

Health and Safety Policy

It is the policy of Taseko to provide and maintain safe and healthy working conditions, and to establish operating practices which safeguard employees and physical assets.

To achieve this goal, the company and its employees commit themselves to:

- Meeting or exceeding all industry standards and legislative requirements.
- Developing and enforcing safe work rules and procedures.
- Providing employees with the information and training necessary for them to perform their work safely and efficiently.
- Acquiring and maintaining materials, equipment and facilities so as to promote good health and safety.
- Encouraging employees at all levels to take a leadership role in accident prevention by reporting and/or correcting unsafe situations.

The success of Taseko's Health and Safety Program is based on input and commitment from all employees. Each of us shares in the responsibility for preventing injuries to ourselves and others, and for safeguarding the assets of the company.

For all employees of Taseko it is imperative to remember that there is no job so urgent that we cannot take the time to do it safely.

Occupational Health & Safety Committee

The OH&SC is a joint employee management committee. The committee is made up of 7 employees and 5 management.

The committee's role is to promote safe work practices, assist in creating a safe and healthy workplace, recommend actions which will improve the effectiveness of the occupational health and safety program, and promote site-wide compliance with regulations. The Committee conducts monthly inspections, holds monthly meetings and investigates incidents.

Safety is a Core Value

- We are committed to protecting the safety of all of our employees, contractors, and visitors.
- We believe in open communication to resolve safety concerns.
- We believe that every incident is preventable.
- We believe in the promotion of safety awareness through training.
- Our goal is zero significant incidents.
- SAFESTART is an advanced safety awareness and safety skills development training program.
- The purpose is to help our employees prevent the errors and mistakes they never wanted to make in the first place.
- There are 4 main areas of awareness training: fatigue, rushing, frustration and complacency.



Illegal Drugs & Alcohol Policy

The mine site is a safety-sensitive workplace. Gibraltar Mines Ltd. has enacted an illegal drug and alcohol policy to ensure that its employees and other persons working at the mine site are provided safe working conditions.

Employees must report to work fit for duty. Gibraltar Mines performs pre-employment, pre-access, post-incident, reasonable cause and follow-up drug testing. The majority of this testing is completed on site by a person certified in the Chain of Custody procedures. We are committed to sustaining a safe work place for our employees and employees contribute by upholding a high regard for their own personal safety. In addition, we are committed to helping any employee overcome an addiction to drugs or alcohol.

Employees have an obligation to:

Understand the risks of alcohol and drug use to workplace safety.	Where contacted to report for work in an emergency or for other unanticipated reasons, refuse such assignment if it would result in the employee reporting to work or working under the influence of any substances that may impair the employee's judgment or response time, including 'hangover' effects.
Take reasonable care to protect their health and safety as well as those of other workers who may be affected by their acts or omissions at work.	
Not work or report to work under the influence of any substances that may affect the employee's judgment or response time, including 'hangover' effects.	Not use, possess, offer for sale or distribute alcohol, illicit drugs or marijuana while at the Mine.

Employees involved in an accident, incident, or near miss are expected to adhere to the following procedure:





Workplace Conduct & Harassment

It is Gibraltar's responsibility to maintain an environment free of harassment. No employee shall be subjected to, or subject another person to, harassment. Harassment is not tolerated and allegations will be investigated promptly and appropriate action will be taken.

What is discrimination?

To unlawfully treat an employee differently because of prohibited grounds in the BC Human Rights Code (i.e. race, religion, age, etc.).

What is harassment?

It is a form of discrimination. Harassment may be direct or indirect.

Direct: Conduct that is directed at an employee and should be reasonably known to be unwelcome or intimidating.

Indirect: Results from a "poisoned" work environment.

Personal Harassment is improper comments and or conduct, not related to legitimate work purpose, directed at and offensive to another person or persons in the workplace.

All employees have a responsibility to ensure their coworkers are treated with dignity, within a discrimination free environment.

Complainants and witnesses are asked to speak out and report incidents in a timely manner.

How to Report





Internal Communication

- Every shift will start with a daily tailgate meeting.
- Every crew has a monthly safety meeting and safety meeting minutes are posted in every department. If you have an immediate safety concern, report it to your supervisor.
- **DO NOT WAIT FOR A MONTHLY SAFETY MEETING**
- Occupational Health & Safety Committee meetings and inspections are held every month.
- Bulletin boards are in every department. There are specific boards for Company business, Union business and Safety.
- We have a Gibraltar newspaper called “THE COPPER CONNECTOR” that is distributed quarterly.





Environmental Practices

Consistent with the Taseko Environmental Policy, Gibraltar Mines Ltd. is committed to continual improvement towards the protection of human health and the stewardship of the natural environment.

Gibraltar recognizes that responsible environmental management is critical to our success and is committed that it will:

Consider the environmental impacts of its operations and take appropriate steps to prevent environmental pollution.



Comply with relevant environmental legislation, regulations, and corporate requirements.

Integrate environmental policies, programs and practices into all activities.

Manage the Gibraltar tailings storage facility in conformance with the Mining Association of Canada's "A Guide to the Management of Tailings Facilities (2011)" and the new Mines Act requirements.



Ensure that all employees and service providers understand their environmental responsibilities and encourage dialogue on environmental issues.



Develop, maintain, and test emergency preparedness plans to ensure protection of the environment, employees and the public.

Work with government and the public to develop effective and efficient measures to improve protection of the environment, based on sound science.



Maintain an environmental committee to review environmental performance, objectives and targets, and to ensure continued recognition of environmental issues as a high priority.

In order to achieve these commitments, and to manage the environmental impacts of operations, Gibraltar has established environmental objectives and targets and measures performance against those targets.

Environmental Management System (EMS)

WHAT	WHY	HOW
The EMS is simply a set of procedures to reduce the environmental risks (aspects) in our day-to-day activities.	The purpose of our EMS is to bring together the people, policies, procedures and reviews needed to manage the environment at the mine site.	When you are trained at Gibraltar you will be informed of the policies and procedures relating to your work that are part of the EMS. Training will include review and sign off.

Environmental Responsibilities

Employees are required to understand:

- The importance of following the environmental policy and procedures and the requirements of the EMS.
- The significant environmental risks (aspects) associated with your day to day work.
- The environmental benefits of improved personal performance.
- Your roles and responsibilities in complying with the requirements of the EMS.
- The potential risks of not following the procedures.

Employees are the eyes for Gibraltar. All employees and contractors must report:

- > Unusual flows of water > Wildlife sightings > Spills > Invasive plants

Spills

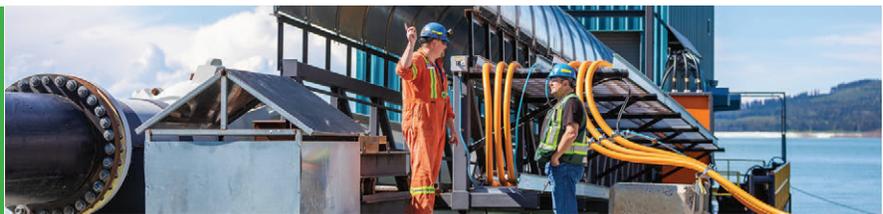
Every Gibraltar employee is responsible for reporting spills IMMEDIATELY to their Supervisor.

- Always ensure your own safety before approaching a spill
- IF SAFE TO DO SO attempt to stop or slow down the flow
- IF SAFE TO DO SO attend to any injured individuals
- Assess type of substance & approximate quantity
- Determine the cause of the spill
- Are there any Environmental or Health risks?

Employees are required to know where the nearest SPILL KIT is in your work area.

Bulk fuel, oil, etc. must be stored within containment berms or above drip pans.

REPORT ALL UNUSUAL FLOWS TO A SUPERVISOR IMMEDIATELY



Waste Management

- All waste generated at the mine must be disposed of responsibly – Do Not Litter.
- Gibraltar has recycling programs for paper, cardboard, batteries, aerosol, paint, oil filters, steel, pop cans, etc.
- No job is complete until all waste is removed from the work area.
- Please use designated bins for all discarded materials.
- Used oil and waste fluids, oily rags, grease tubes, floor dry, absorbents & hydrocarbon contaminated soil must be disposed of in labeled containers.
- All employees and contractors are responsible for ensuring Hazardous Waste is identified, handled and stored accordingly.



Wildlife Protection

- The mine site is inhabited by bears, deer, lynx, coyotes, wolves, cougars and other wildlife.
- Be aware of wildlife and grazing livestock on the access road to the mine and drive appropriately!
- Food and garbage must be kept in the designated sealed containers across the mine site.
- It is ILLEGAL to feed wildlife!

Energy Management Policy

The mission of the EMT is to improve energy efficiency without jeopardizing safety, the environment or production.

AT GIBRALTAR MINES WE ARE WORKING TOWARDS REDUCING OUR OVERALL ENERGY IMPACT

Energy Management Policy Housekeeping

- Clean up daily.
- Store materials safely and properly.
- Ensure that access routes are kept clear from debris.
- Ensure that fire hazards are disposed of safely.
- Ensure that food waste is disposed of in food waste containers.
- Good housekeeping prevents accidents, so keep your work area clean!

Invasive Plants

- An employee sees or suspects an invasive species please they are to tell a supervisor.
- All ground disturbance at the mine will be inspected by the Environmental Department for invasive plants.
- Vehicles and equipment must be washed to control the spread of invasives.
- Third party consultants are regularly at site to assess and control, as necessary.

Additional Policies & Procedures, include:

- Electronic Device Policy
- Photo Imaging and Recording Policy
- Social Media Policy
- Media and Investor Relations Policy
- Whistleblower Policy
- Firearms Policy

