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Corporate Social Responsibility Policy

At Microbix, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

In alignment with our Environmental Impact Policy and Human Resources Policies, Microbix will ensure that matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Microbix stakeholders' best interests.

This Policy applies to activities undertaken by or on behalf of Microbix Inc. Microbix employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Microbix leaders will act as role models by incorporating those considerations into decision-making in all business activities. Microbix's leaders will ensure that appropriate organizational structures are in place to effectively manage Corporate Social Responsibility issues.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

Microbix is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

Microbix will conduct its business in an open, honest, and ethical manner.

Microbix recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Environment Health & Safety

Microbix is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Microbix will provide a safe and healthy working environment, and will not compromise the health and safety of any individual.

Microbix recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Stakeholder Relations

Microbix will engage stakeholders clearly, honestly, and respectfully.

Microbix is committed, whenever necessary, to timely and meaningful dialogue with all stakeholders, including shareholders, customers, employees, indigenous peoples, governments, regulators, and landowners, among others.

Employee Relations

Microbix will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

Microbix will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

Microbix is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Human Rights

Microbix recognizes that governments have the primary responsibility to promote and protect human rights. Where appropriate, Microbix will work with governments and agencies to support and respect human rights within our sphere of influence.

Microbix will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Microbix will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Community Participation

Microbix stresses collaborative, consultative, and partnership approaches in community programs.

Microbix will integrate community investment considerations into decision-making and business practices.

Microbix will strive to provide employment opportunities in the communities where we operate.



Kenneth Hughes,
Chief Operating Officer

On behalf of Microbix Management

Effective Date: 6 June, 2021