



## **SUSTAINABLE DEVELOPMENT POLICY**

Quest Rare Minerals Limited (the “Company”) commits to operate in a safe, socially and environmentally responsible manner while contributing to the prosperity of our employees, their families and the communities in which we operate and earning for our shareholders superior returns.

This commitment stems from five core values that underpin our Sustainable Development Policy: operate safely, protect the environment, treat our employees in an ethical manner with a concern for their health and safety, respect the needs and culture of communities close to where we conduct our activities and, in time, strive to produce superior profits, the cornerstone for our future independence of action and growth. These values are intrinsic to our corporate governance, which we regard as essential to maintain the confidence of our shareholders, to recruit superior talent and to keep our social license to operate.

### **This means that we commit to:**

- Promote leadership, personal commitment and accountability to these values by all employees and contractors, both on and off the job;
- Assess potential impacts and risks associated with our operations throughout the life cycle of our projects or operations, including the effects of purchasing decisions;
- Implement appropriate risk mitigation measures and management strategies to support sustainable development;
- Ensure sufficient resources are allocated to implement and manage these commitments;
- Implement emergency response plans to eliminate or minimize and mitigate the impacts of unforeseen events;
- Design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate the identified risks;
- Verify regularly our performance;
- Strive for continuous improvement by setting targets, measuring results against those targets and recognizing and rewarding performance;

- Conduct our activities in an ethical manner;
- Comply in full with our internal policies and codes of conduct and with all applicable laws and regulations;
- Adhere to sound principles of corporate governance and adopt practices that promote the effective functioning of our Board of Directors, its Committees and our Company;
- Engage in open and transparent communication of our policies and programs and report payments to governments and of our performance to our stakeholders;
- Provide appropriate planning and supervision to ensure that our policies, procedures and management methodologies and practices are followed by all.

### **Operate Safely**

We aim to operate a safe and work place that is injury and fatality-free. We believe that, if we all work together, we can achieve a safe and healthy work place and enhance the well-being of our employees, contractors and that of the communities near where we conduct our activities.

To achieve a safe and healthy workplace, we:

- Use sound engineering principles in the design and operation of our facilities;
- Promote a strong health and safety culture within the Company;
- Communicate hazards and risks in the workplace at all levels of the Company;
- Support initiatives to develop safe work practises and implement preventive/corrective actions;
- Provide appropriate training for our employees, at all levels;
- Avoid the creation of dangerous conditions, or minimize their risk to worker safety by implementing the necessary safeguards and controls;
- Maintain occupational health and industrial hygiene programs;
- Provide appropriate tools to carry out work safely and efficiently;
- Maintain a high degree of emergency preparedness to effectively respond to accidents or other unexpected events affecting our activities.

### **Protect the Environment**

We aim to minimize the effect of our operations on the environment through responsible use of the land and its resources and by limiting the environmental impact of our activities.

To achieve this we strive to:

- Maintain the long-term viability and the diversity of the land base;
- Minimize waste production and ensure its proper management;
- Manage tailings, waste rock and overburden in an environmentally responsible manner;
- Implement measures to conserve natural resources such as energy and water;
- Implement measures to reduce emissions to air, water and land, and minimize our environmental footprint;
- Implement measures to reduce our greenhouse gas emissions and consider climate change in project planning;
- Integrate biodiversity conservation and sustainable land-use planning considerations through all stages of our production activities;
- Promote recycling activities, including that of rare earths in consumer products;
- Progressively remediate mine sites in a timely manner, in consultation with communities;
- Work with local communities to contribute jointly to regional environmental stewardship initiatives.

### **Respect for our Employees**

We aim to maintain a safe and healthy workplace that is based on mutual respect, fairness and integrity.

To achieve this we:

- Ensure that no discriminatory conduct is tolerated in the workplace;
- Provide a fair and non-discriminatory employee grievance system;
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias;
- Employ and promote employees on the basis of merit;
- Provide fair and competitive compensation;
- Enforce a drug and alcohol-free workplace;

- Maintain the confidentiality of collected personal and private information on employees;
- Provide appropriate training and development opportunities;
- Consult, communicate and provide appropriate support to employees.

### **Respect for our Communities**

We aim to support the social and economic development of sustainable communities associated with our operations and to contribute to the prosperity of Québec society, including aboriginal communities.

To achieve this we:

- Will promptly treat confidentially any complaint or report of unethical or irresponsible behaviour;
- Uphold fundamental rights and respect cultures, customs and values of the communities affected by our activities;
- Foster an open, transparent and respectful dialogue with all communities of interest and ensure that activities are carried out with the informed consent of the populations directly concerned;
- Support local communities and their sustainability by contributing to regional development programs, local sourcing of goods and services and employment of local people.

### **A Common Commitment**

Each director, employee, supplier, subcontractor and business partner of the Company must abide by this Sustainable Development Policy and conform to the requirements of the management systems implemented by the Company to promote sustainable development.

Working as a team, we can accomplish our mission to conduct our business in a responsible and sustainable manner and deliver superior performance.