



2024

# Fighting Against Forced Labour & Child Labour Report



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## Our Business

### (a) its structure, activities and supply chains

Skeena Resources Limited (“Skeena”) is a public company incorporated in British Columbia and listed on both the Toronto Stock Exchange and the New York Stock Exchange under the symbol SKE. The primary focus of the company is the redevelopment of the past producing Eskay Creek mine, situated in the Golden Triangle of Northwestern BC. The company also holds a land package comprised of other properties in the region such as Snip and other regional targets on its 10,000-hectare territory.



## Our Policies & Due Diligence Processes

### (b) its policies and its due diligence processes in relation to forced labour and child labour

Skeena’s Code of Business Conduct and Ethics defines the standards and values which the Company expects its directors, officers, employees (including permanent, contract and temporary employees) and independent contractors (“Company Persons”) to follow in all of their dealings with stakeholders. It requires that Company Persons demonstrate honesty, truthfulness, respectfulness and integrity in all business dealings and interactions with the Company’s shareholders, customers, suppliers, competitors and other Company Persons; and that they act in accordance

with all applicable laws and regulations. This includes Canada’s Customs Tariff which prohibits importing goods that are produced, wholly or in part, by forced, prison, or child labour, as well as the Fighting Against Forced Labour and Child Labour in Supply Chains Act.



**Forced Labour & Child Labour Risks**

**Remediation Measures**

**Training Provided**

**(c) the parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk**

Skeena has formally entered the Environmental Assessment Application process with the BC Environmental Assessment Office for joint review with the Tahltan Central Government. Once the Company obtains all necessary permits required to initiate construction activities at Eskay Creek, the development phase will involve a significant volume of international procurement, including purchasing mineral processing equipment, raw materials such as concrete and steel, as well as light, medium, and heavy duty vehicles and equipment such

as excavators and dozers. The supply chains that produce and distribute these equipment are global and complex, and thus carry a risk of forced or child labour.

Our standard contract requires that suppliers declare their compliance with Skeena policies including our Code of Business Conduct and Ethics, Anti-Bribery & Anti-Corruption Policy, and Environmental & Social Responsibility Policy, as well as complying with all federal and provincial laws and regulations.

**(d) any measures taken to remediate any forced labour or child labour;**

**(e) any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains;**

At this time, Skeena is not aware of any forced or child labour within its supply chain.

**(f) the training provided to employees on forced labour and child labour; and**

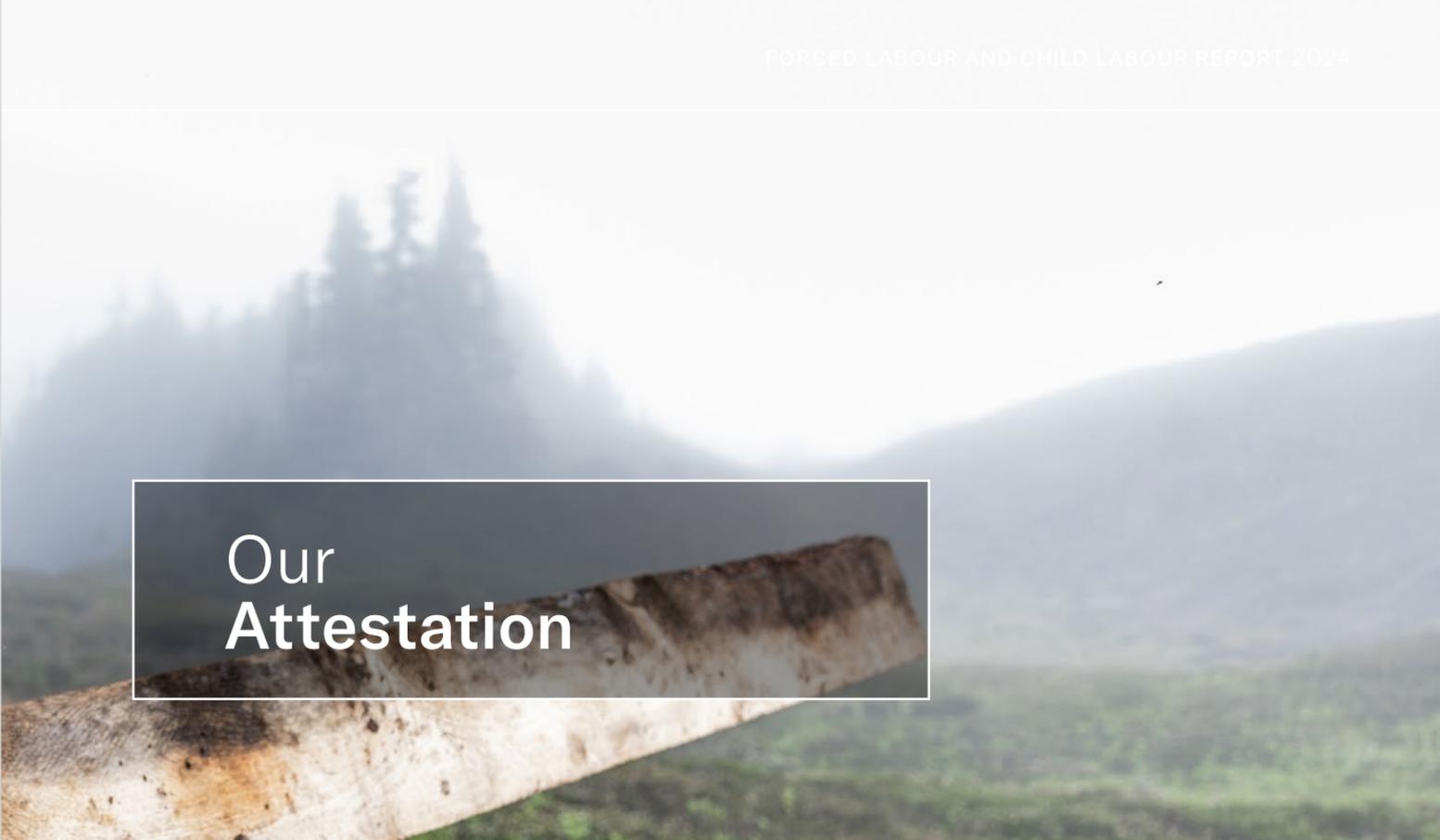
Skeena's Learning Management System provides general and targeted role-specific training to employees. Skeena has a very small procurement department. In 2024, training on the avoidance of forced labour and child labour has been informal, consisting primarily of targeted conversations to selected employees in accordance with their specific roles, highlighting the new legislative requirement and encouraging relevant staff members to seek out further information on the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the prevention of forced labour and child labour more broadly.



## Assessing Effectiveness

**(g) how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains**

Skeena stays abreast of relevant issues in global supply chain management through a variety of news sources, professional development seminars and webinars, and engagement with our professional service partners such as legal and accounting firms. Where we learn of instances or allegations of forced or child labour that could impact our supply chain, we inquire further through specific outreach to these partners and to relevant parties in our supply chain.



## Our Attestation

In accordance with the requirements of the Act, and in particular, section 11 thereof, I attest that I have reviewed the information contained in this report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



*Randy Reichert*

**Randy Reichert**  
President, Chief Executive Officer & Director

*“I have the authority to bind Skeena Resources Limited.”*

May 30, 2025



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