



Taseko

Our Contribution to Sustainability

Environmental, Social, and Governance (ESG)

MAY 2020



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MESSAGE FROM THE PRESIDENT



Taseko is celebrating its 54th anniversary in 2020.

Our purpose has always been to generate value and opportunity for our stakeholders.

And to create exceptional value, we need to be the preferred partner of our employees, suppliers, and the communities in which we invest, live and work. The benefits and opportunities generated by Taseko flow to people: first to our employees in the form of salaries and wages, and to our suppliers from whom we buy the materials and services necessary to sustain our operations; then to communities, and to governments in the form of direct and indirect taxation; and finally to those who have invested into Taseko's success.

Our challenge is to ensure the work we do and the opportunities we generate are sustainable, that they endure on into the future. People are depending on it.

And its not just about money – our continued success requires that we do business 'the right way', which means a steadfast commitment to employee safety, environmental protection, and delivering social value.

Our Gibraltar Mine is a world class operation in terms of safety and production efficiency – four times we've received the prestigious John Ash Award¹ and the operation has an exceptional record of environmental performance.

In Florence, Arizona we're developing a new type of mine that will produce low-cost copper with significantly less environmental impact than a conventional mine. And at our other development projects in British Columbia, we continue to work closely with our partners in the communities and with local governments to identify the opportunities for mutual benefit associated with future mine construction and operation.

So, while this report may be the first of its kind for Taseko, we have not changed our approach to business. This is the way we have always done things. The challenge is to clearly communicate those activities and results.

To do that we have appraised our operations and undertaken an accounting of the value that we generate for employees and communities, measured against the environmental impact of our business. We've also detailed how we manage our business, from board-level governance down to 'putting it into practice' on the front lines.

We freely offer the results of this examination so that those interested in the work we do are better able to consider the public value of our contribution.

A handwritten signature in black ink, appearing to read 'Stuart McDonald', with a stylized, flowing script.

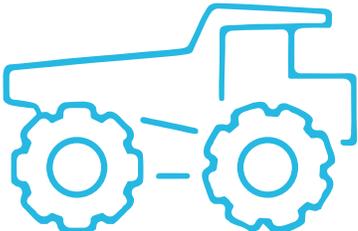
Stuart McDonald
President, Taseko Mines Limited

¹ This award is presented by the Government of British Columbia to the mine that logged a minimum of 1,000,000 worker hours and had the lowest injury-frequency rate.

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

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.

Who We Are



- BC Based mining company
- 700+ employees

HOW WE DELIVER VALUE

Putting ESG into Practice

- Green copper project
- Comprehensive Environmental Policy including waste reduction, rigorous water and air quality, and energy conservation management
- Risk mitigation with Crisis Management training
- Quarterly and Annual Environmental reporting

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



- Prudent, Responsible Corporate Governance
- Fundamental operating, financial and strategic oversight
- Board Diversity

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

OUR PROMISE

Taseko is a mature and experienced mining company.

We are constantly evolving and improving, guided by our promise to realize collective potential.

Headquartered in Vancouver, Canada, Taseko is the owner (75%) and operator of the Gibraltar Mine, one of the largest open pit copper-molybdenum mines in North America, and the Florence Copper Project, which is rapidly advancing towards production (targeting 2022). The Company also owns the

advanced-stage Yellowhead Copper project and Aley Niobium, both providing longer-term growth opportunities, and the new prosperity Gold-Copper project.

We create opportunities for the future, producing long-term value for our shareholders, our employees, and the communities in which we operate. We recognize potential by seeing value where others don't, acquiring, developing, and operating large tonnage mineral deposits.

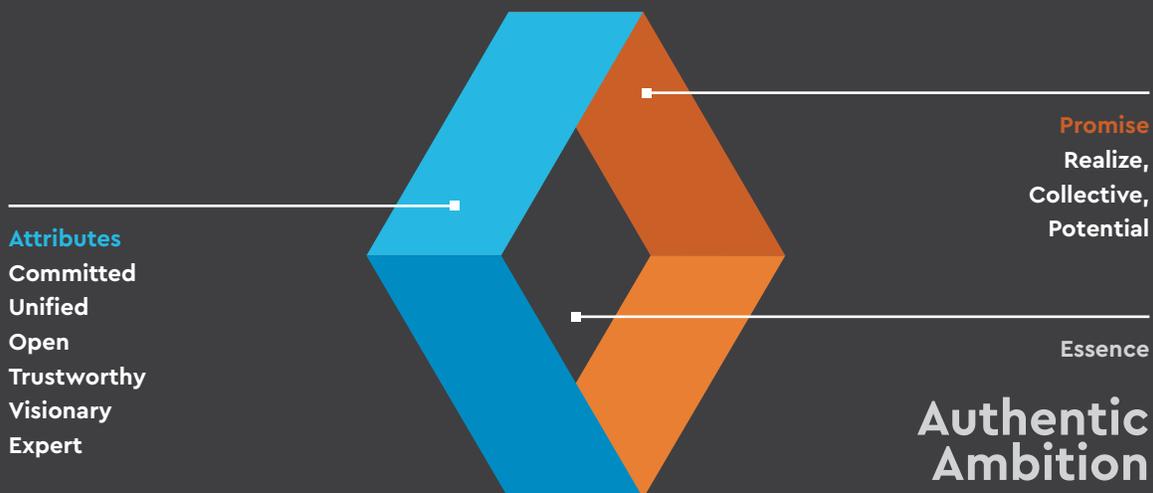
THE POTENTIAL

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 ourselves, 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.

"We promise to realize collective Potential"



OUR PROJECTS

Gibraltar Copper- Molybdenum Mine

Located in south-central British Columbia, Gibraltar is the second largest open-pit copper mine in Canada.

Between 2006 and 2012 Taseko invested over \$800 million to modernize and expand mining and milling operations. Today 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, a level of production which is expected to be maintained throughout its remaining 19-year mine life.

Florence Copper Project

Florence Copper is an in-situ copper recovery project south of Phoenix Az, near the community of Florence, Arizona.

Florence Copper is one of the lowest capital intensity copper projects in the world. The project is being developed in two phases – the first phase is a production test facility which is built and producing copper today. At the same time, the Company is advancing permitting to transition to the second phase, commercial production. The facility is expected to produce 85 million pounds of copper per year for 20 years.

Yellowhead Copper 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 property contains 4.4 billion pounds of recoverable copper, 440,000 ounces of gold and 19 million ounces of silver and mine life of 25 years.

Taseko will be entering the provincial and federal environmental review process with a significant amount of technical and environmental work already completed.

Aley Niobium Project

Taseko's Aley Niobium Project is located in northern British Columbia, 140 km north of Mackenzie. Taseko acquired the project in 2007 for ~\$5 million. Based on the 2014 Pre-Feasibility study, the project has an \$860 million pre-tax net present value (NPV).



■ Canadian Operations ■ Projects ■ US Operations

New Prosperity Gold-Copper Project

One of Canada's largest undeveloped copper-gold projects, New Prosperity near Williams Lake has the potential to create significant economic and social value in British Columbia and beyond.

2019 OPERATIONAL & SUSTAINABILITY HIGHLIGHTS

Operational Highlights

FINANCIAL¹

Earnings from mining operations
before depletion and amortization*

\$70.6
million

Cash flow provided
by operations of

\$42.6 
million

- Over **\$600 million** total in investment in capital and operating costs at Taseko's projects

*Non-GAAP performance measure

OPERATIONS

The Gibraltar Mine
(100% basis) produced

126
million lbs of copper

+

2.4
million lbs of molybdenum



- Construction of the Production Test Facility for the Florence Copper Project in Arizona was completed on time and on budget and commenced operation in the fourth quarter of 2018

See 2019 MD&A

➤ Sustainability Highlights

OUR PEOPLE

751

employed

94%

are local residents

12.9%

are Indigenous People
(at Gibraltar Mine)

4 time winner of John Ash Award, the
BC mine with lowest injury frequency rate



OUR COMMUNITIES

\$6.4
million

invested into the
community through
donations and
sponsorships to date

\$96
million

spent on local
procurement
in 2018 in the
Cariboo region

\$12
million

spent on local
procurement
in 2018 in the
Florence region

THE ENVIRONMENT

107
hectares

of land reclaimed
since 2014

3,272,840 kWh
savings in energy use (2018)

234,857,507 kWh
saved since 2014

\$21.6 million

in energy cost savings since 2014

76,408
trees planted

since 2014



Q&A WITH RUSSELL HALLBAUER, CEO & Director



Why is Taseko creating an "ESG" report?

It's important that people have information about the work we are doing, the care we are taking and the public value we are creating. ESG is a set of criteria that some investors are increasingly using to assess potential investments. Environment – How is a company performing as a steward of nature? Social – How do they go about managing their relationship with employees, suppliers, and communities? Governance – an examination of the company's leadership, internal controls, and overall approach to shareholders. Frankly, we have a good story to tell and this publication is a first attempt to tell it.

The Gibraltar Mine appears to be a traditional open pit copper mine with traditional environmental impacts. Care to comment on that?

True, Gibraltar is a traditional large truck and shovel operation. It's a porphyry copper deposit similar to other copper mines currently operating in British Columbia and the many more in the province's history that have run their course and now closed. There's an old adage that says "mining is a temporary use of the land." It's true. At Gibraltar we practice progressive reclamation which means that even as mining activities are underway in one part of the mine we are busy restoring and reclaiming other areas where mining has concluded. This continual reclamation process – re-sloping and reshaping, adding soil and seeds, planting native foliage to aid in the reestablishment of preferred food sources and habitat for birds and animals – begins day one and carries on throughout the life of the mine. It doesn't stop until the whole site is restored and returned back to nature. Not only is land capability restored, in most instances the land classification is better than it was before mining even started because of the habitat enhancement measures associated with the reclamation work we do.

You have a new copper project in Arizona that is just coming on stream. What's different about Taseko's Florence Copper?

With Florence Copper we are going to be running the greenest copper mine in the world. We are traditional miners but we recognized early on that the unique characteristics of the Florence deposit would lend itself to a new way of mining copper.

What's so special about the Florence deposit?

The Florence Copper deposit is rare. Unlike most copper deposits, this one is naturally porous and shattered, which allows the copper to be extracted with minimal environmental impact. What we are able to do at Florence is leading-edge stuff. We will use six times less water than conventional open-pit mining. There will be minimal surface disturbance and no underground disturbance. There will be no explosives used and none of the heavy machinery typically associated with large-scale mining operations. Yet in terms of its ability to produce copper, Florence will be considered a high capacity operation with none of the environmental impacts associated with large-scale mining.



> You have worked throughout BC and been responsible for operations in other parts of the world. You have seen first-hand the impact of mining. Can you tell us a bit about that?

Regardless of where you go in the world, governments constantly underestimate the beneficial impact that mining has on communities. Economic opportunity is essential. When economic opportunity is created for people their lives are enhanced – their self-worth, sense of purpose, financial stability and their personal freedom and independence all improve. With real economic opportunity people are able to become “captains of their own destiny” as my father used to say. Conversely, when the opportunities are scarce there is higher unemployment, people are not happy, families suffer and quality of life declines.

> Tell us about the role your Board of Directors has in the overall direction of your company. What are their responsibilities? Who are they answerable to? What is their motivation to ensure the company operates properly?

Those who know me best will tell you that I am fond of saying, “Everyone has a boss.” For me, it's our Board of Directors. Their obligations are extensive and mandated by law. Like all publicly traded companies we have duties and expectations specified by regulations and set out by the respective securities and exchange commissions'. These duties and responsibilities, as set out in Taseko's detailed Governance Manual, must be met.

Board members are compensated for their expertise and the responsibilities they carry. They are answerable to shareholders (the owners of the Company), guided by the law, and as shareholders themselves they participate in the company's success. At each Annual General Meeting shareholders vote on whether or not the board and its members shall continue to sit or be replaced. The board's performance is scrutinized by shareholders and it is the shareholders that ultimately have control over them.

> What are the risks in your business that concern you the most?

In running this business there are many things that affect our performance and occupy my time. There is one overriding dominant concern however, our financial performance. If the Company doesn't generate profit, it will eventually fail. And if it fails then all of the people and their families who are counting on us – our employees, our suppliers, our shareholders and the communities in which we work – will all suffer. That's a pretty important motivator and speaks to the imperative that there must always be a clear path to profitability.

We have to be on the top of our game, all the time. We can't be just B or C players; we have to be “A” players or we will be out of business. We are not like a tier 1 company that has tier 1 assets. We are not like a hockey team with three Wayne Gretzky's; that if one gets injured you have two more to rely on. We don't have that luxury. We have to bring our best game to the rink each and every time. We have to do things right all the time, and that includes environmental and social matters.



GOVERNANCE: SUSTAINABILITY & BUSINESS LEADERSHIP

Responsible corporate governance delivers ethical corporate conduct. 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.

Taseko's Corporate Governance Policy and Practices include:

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

ESG Leadership

The Environmental, Social and Governance practices implemented at Taseko is 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.

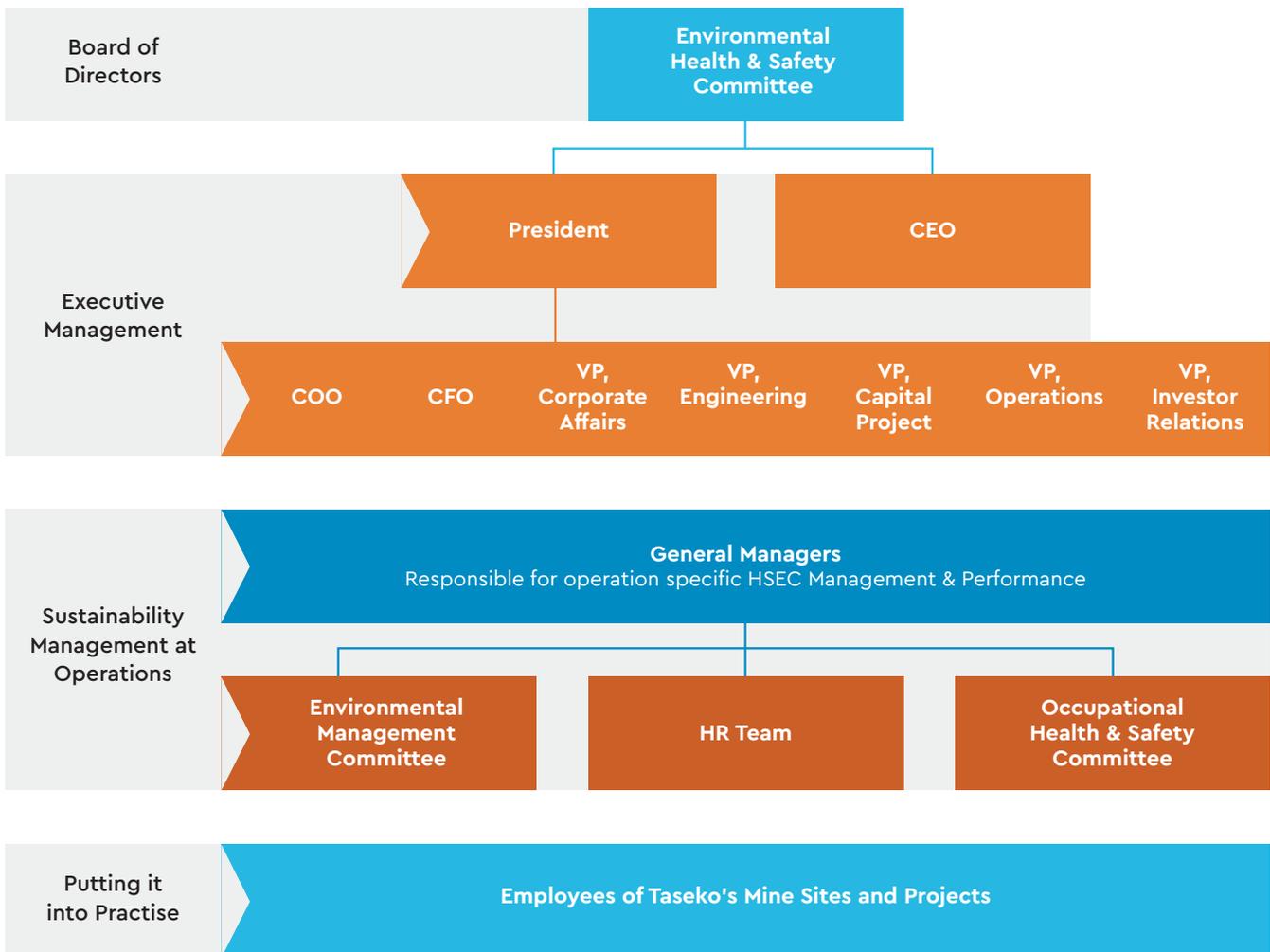
The Company also maintains an environmental compliance plan. Available to all employees, contractors and suppliers, the compliance plan is reviewed and approved by the Environmental, Health and Safety Committee.



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 gathered together the data from those areas of our work which 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.

As detailed on page 43, Gibraltar produces both an Annual Environmental Report and Annual Reclamation Report. Over 200 and 100 pages in length, 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 and Mines.



Board Diversity

A diverse Board promotes the inclusion of different perspectives and ideas. The Company is dedicated to maintaining a Board comprised of talented and dedicated directors with a diverse mix of expertise,

skills, experience and backgrounds. Diversity includes, but is not limited to, business experience, age, gender, ethnicity and aboriginal status.

PERFORMANCE METRICS	2019	2018	2017
Percentage of independent directors	57%	57%	66%
Percentage of female directors	14%	14%	22%

Our Guiding Policies

Taseko decisions 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 Gibraltar



Gibraltar Mine Employees



CREATING VALUE FOR OUR EMPLOYEES



Our Priorities

- Attract the best, train and inspire
- Ensure a healthy & safe work environment



The ingenuity, talent and drive of its employees is foremost in Taseko's success. The present relies on it, the future depends on it. Skilled and experienced mining personnel are hard to find. The competition

to hire them is fierce and at times global in reach. Our overarching goal is to attract and retain the best possible talent. We do that by creating value for them. These are the steps:

- Excellence is our guide. No discrimination. We value diverse perspectives, a diverse workforce
- Competitive compensation
- Provide employees with hands-on training and early on-the-ground experience.
- Expectations are set to unlock individual potential
- Responsibilities are assigned to create exceptional experiences and elevate job satisfaction
- Managers provide immediate performance feedback
- Conduct annual performance reviews
- Advancement is merit based; performance is rewarded
- Employees share in the Company's success

➤ Recognition & Awards



The Mining Association of British Columbia's Mining Person of the Year, 2018

Richard Tremblay
Vice President and General Manager
Taseko's Gibraltar Mine



Province of British Columbia Ministry of Energy and Mines 2018 John Ash Award

Gibraltar Mine
Awarded four years in a row
2014, 2015, 2016, 2018



The Ron Brown Memorial Award Province Competition Best Extraction for Surface Team

Gibraltar Mine Rescue Team
2014 and 2018



The Mining Association of British Columbia's Mining Person of the Year, 2015

John McManus
Taseko's Chief Operating Officer



Mineral Processor of the Year, 2015

Rob Rotzinger
Taseko's VP Capital Projects



First place for Surface Mine Rescue Award, 2014

Gibraltar Mine Rescue Team



BC Export Awards, Premier's Award for Job Creation nominee, 2012

Taseko Mines



Canadian Mineral Processors, Bill Moore Special Achievement Award, 2011

Keith Merriam



The Association for Mineral Exploration British Columbia, E.A. Scholz Award, 2010

John McManus Robert Rotzinger
Taseko's Taseko's
Chief Operating Officer VP Capital Projects



Ernst & Young, Entrepreneur of The Year Pacific Award, 2009

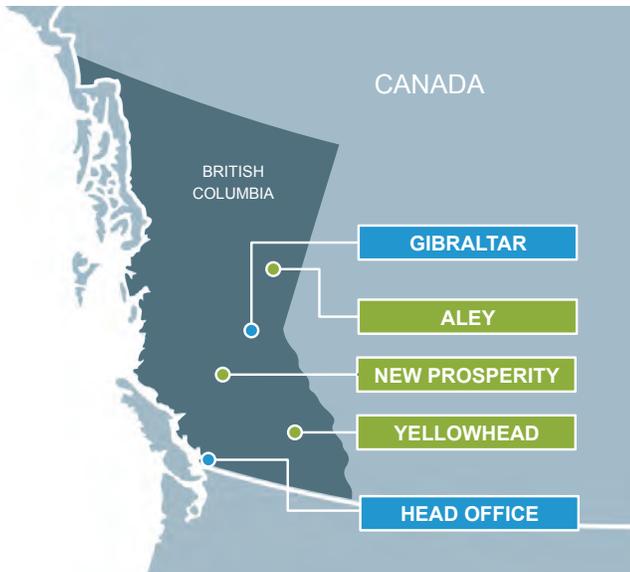
Russell Hallbauer
Taseko's CEO & President

➤ Attract the Best, Train and Inspire

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 for people.

CANADA

TOTAL: 717 Men 635 | Women 82



UNITED STATES

TOTAL: 34 Men 27 | Women 7



OUR COMMITMENT: 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 the training and rewarding our employees.

The Company offers a challenging and rewarding work environment for operators, trades people, technical and management personnel. We provide opportunities for our employees to advance their careers through personal and professional development, education, and apprenticeship programs.

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

PERFORMANCE METRICS	2019	2018	2017
Total Employees	751	726	706
Percentage of female employees	11.9%	11.3%	11.5%
Percentage of female new hires	21.4%	13.6%	13.1%
Percentage of Indigenous employees (Gibraltar only)	12.9%	11.5%	9.0%
Percentage of Indigenous new hires (Gibraltar only)	14.3%	13.7%	7.5%
Average length of employment	4.9 years	4.0 years	5.9 years
Turnover Rate	12.5%	13.6%	11.9%
Annual Investment on training	\$886,630	\$457,957	\$379,847
Number of employees under 35	201	202	187
Number of Apprenticeships	9	10	5
Number of Engineers in Training	13	9	13
Number of Summer & Co-op Positions	13	19	11



751 Employees



12% Female

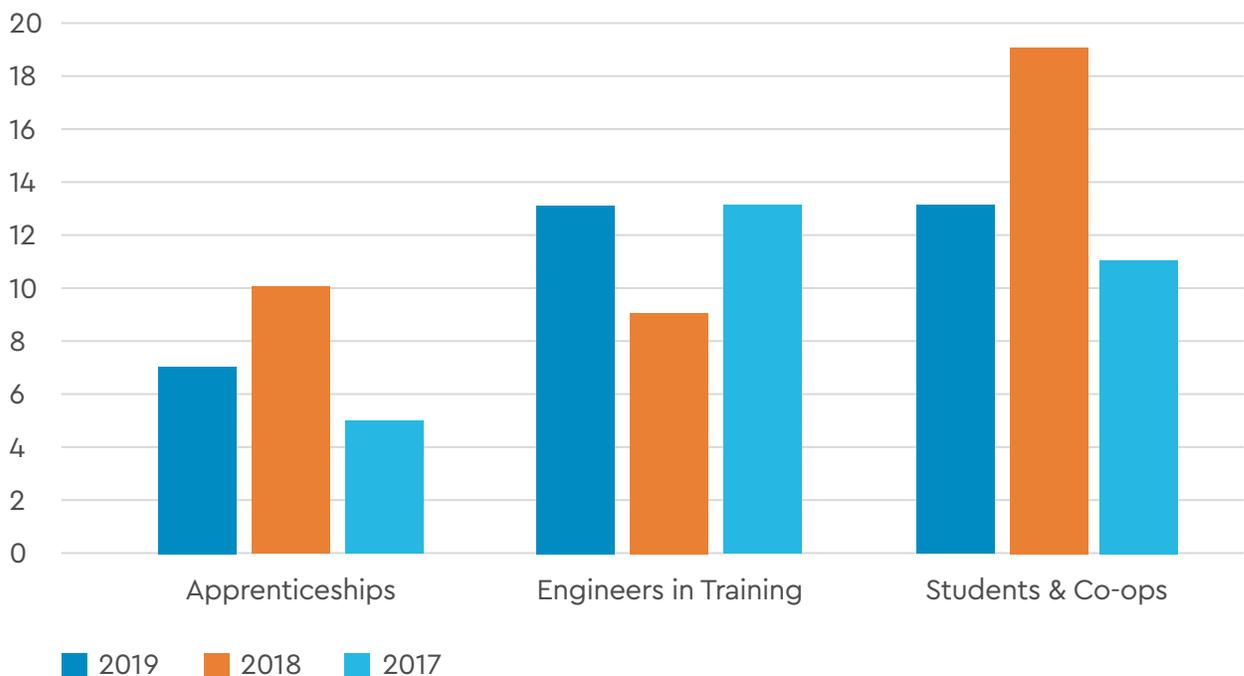


Average Length of Employment



201 Employees Under 35 Years Old

Training and Inspiring at Gibraltar: Apprenticeships, Engineers in Training, & Students & Co-ops

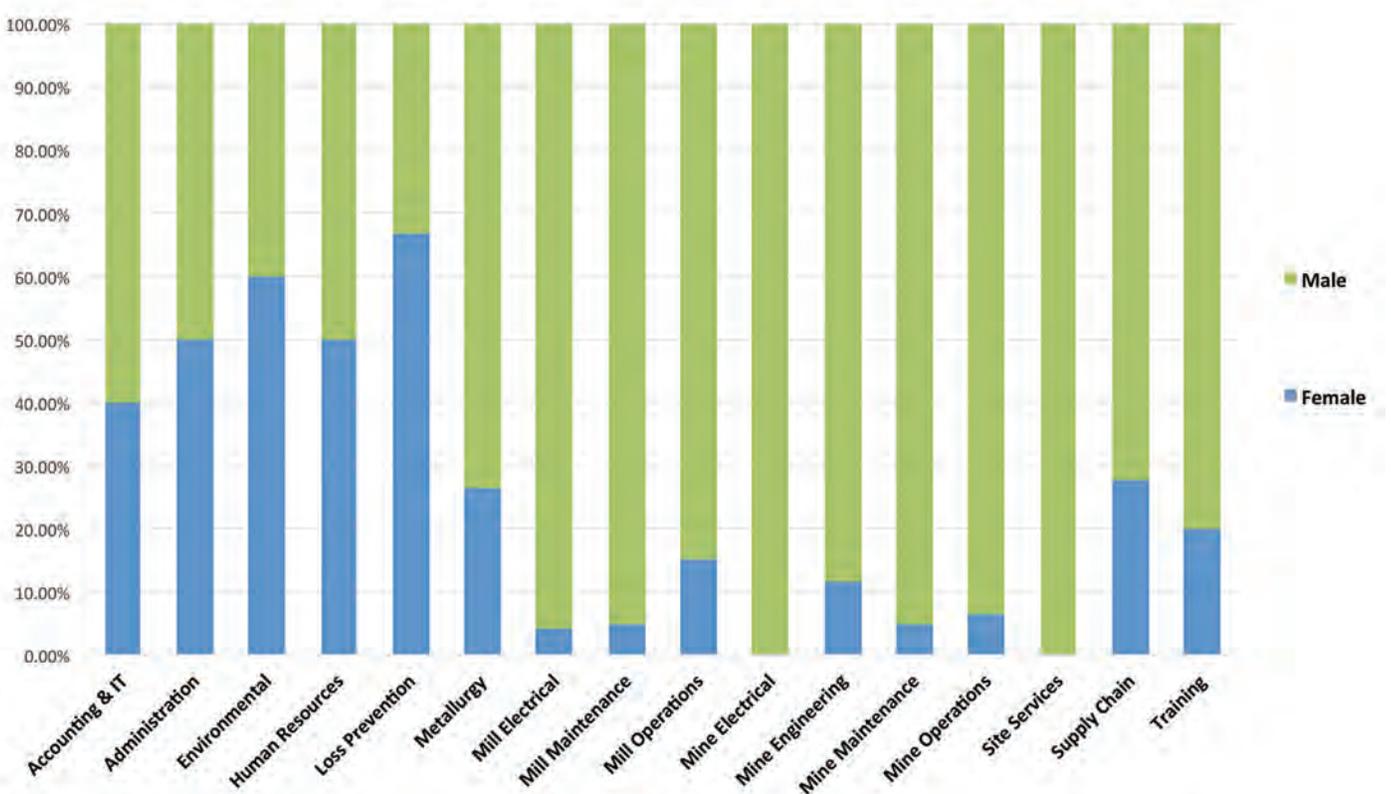


Diversity

Diversity and the maintenance of an inclusive and welcoming workplace environment are important components for increasing gender, ethnicity and indigenous representation within our workforce. Currently, female employees represent 11.9% of the overall labour force at Taseko. This compares to the Canadian average of 16% female representation in the mining industry. In 2019, 21.4% of new hires

were female. 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 is 11.9%, with 14.3% of new hires being indigenous.

Gibraltar Mine: Percentage of Females by Department

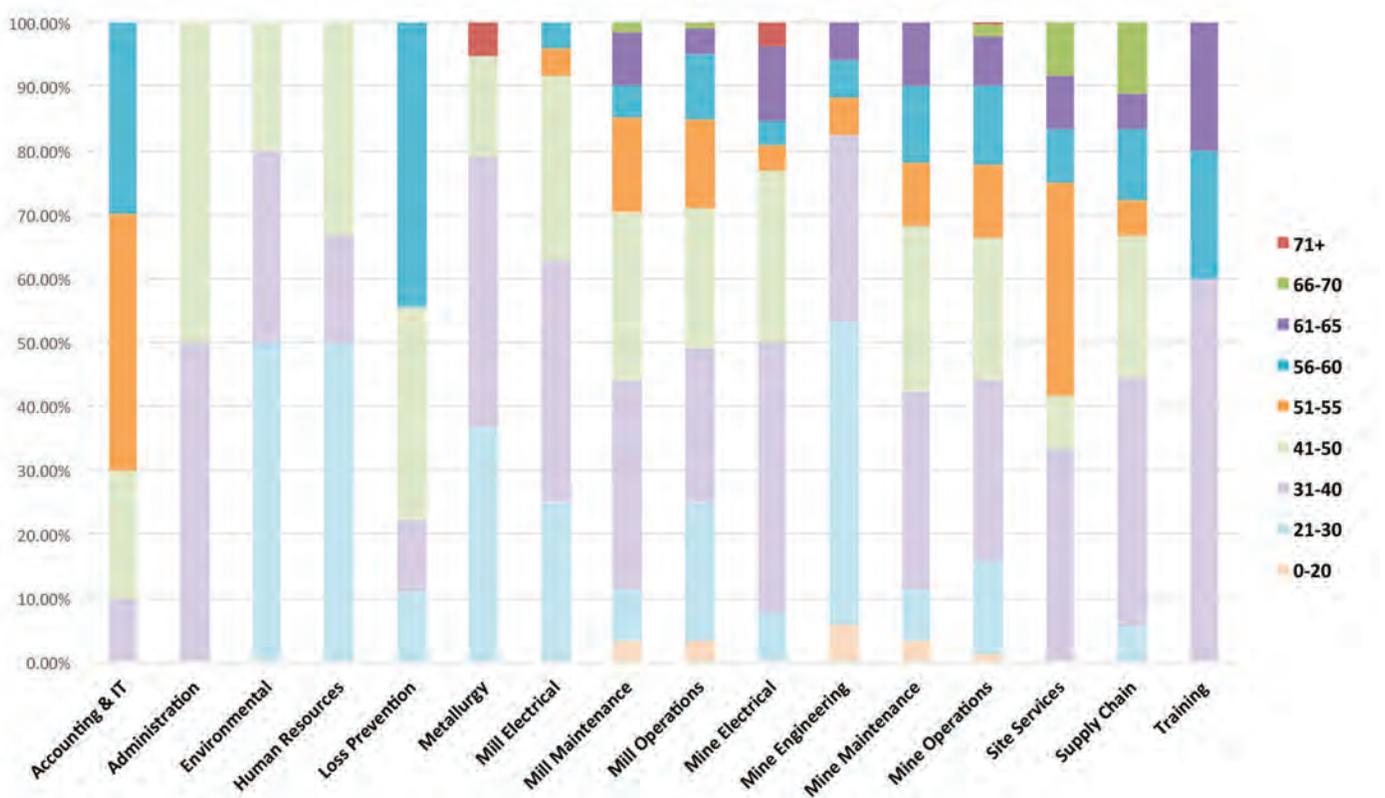


Inspiring a New Generation

Mines are often long-term operations. Taseko's Gibraltar Mine, for example, began operations nearly 50 years ago and has at least another 20 years of mine life remaining. Multi-generations of people 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.

In 2019, 27% of the workforce (201 people) were under the age of 35. Employee turnover was 12.5% compared to the Canadian average 16%, average tenure of employment was 4.9 years compared to the resource industry average of 7.9 years, and \$886,630 was spent on education and training initiatives.

Gibraltar Mine: Breakdown of Departments by Age Group



Ensure a Healthy & Safe Work Environment

Employee health and safety is the first consideration for Taseko.

The health, safety, and well-being of our employees, contractors and their families come first. Our culture of safety-first enables us to better meet our commitment to continuous improved health, safety, and operational performance.

By enlisting the support of each employee the Company has developed departmental goals which 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 in looking out not only for their own safety but for the safety of their coworkers. Gibraltar's 2019 loss time frequency was 0.68 (per 200,000 hours) worked. Reportable injury frequency (RIF) was 2.84 for 2019.

Gibraltar received the John Ash Award in 2014, 2015, 2016, and 2018. Presented by the BC Ministry of Mines, this prestigious award is given to the mining operation with the lowest injury-frequency rate and a minimum of one million hours worked.

PERFORMANCE METRICS	2019	2018	2017	2019 (Industry Average)
Lost Time Incident (YTD)	5	0	4	NA
Medical Aids (YTD)	16	5	16	NA
Days Lost (YTD)	538	0	155	NA
Loss Time Severity (YTD)	72.7	0	22.8	36.82
Loss Time Frequency (YTD)	0.68	0	0.59	0.78
Reportable Injury Frequency	2.84	0.7	2.94	NA

5 | Loss Time Incidents

0.68 | Loss Time Frequency

4 | 4 Time John Ash Award Recipient

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

Additional details of these programs and polices can be found in the "Putting it into Practice" section of the report (page 41)



Gibraltar Mine, daily tailgate meeting

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. They train monthly to ensure the well-being and safety of all personnel on site.

At the 2019 Provincial Mine Rescue Competition, held in Williams Lake, The Gibraltar teams placed second in the Mine Rescue North and South Central Zones and qualified for the Provincial Competition. In addition, the 3-person First Aid Team placed second at the Zone competition and qualified for the Provincial Mine Rescue & First Aid competition.



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 effort made by Taseko employees in responding to the crisis was admirable. Precautionary procedures are expected to remain in place for the foreseeable future. At the time of this writing (May 2020) the health threat in Canada and throughout large parts of the world continues although expected to slow as we enter the summer months and as effective treatments, including vaccines, are developed.



CREATING VALUE FOR COMMUNITIES

Creating lasting value, benefit and opportunity for people

Our Priorities

- Economic Value for People and Places
- Giving Back to the Community
- Creating mutually beneficial relationships with our Indigenous neighbours

Human beings are communal by nature. Congregating together to be with or near others has been a constant throughout human evolution. Communities are sustained by the presence of people. People are drawn to specific places for a variety of reasons all of which boil down to opportunity – for personal gain, for work, for

recreation, for companionship, to retire, to raise a family, or simply because “we like it there.” Whether they stay or not depends on whether the opportunities for gain remain, diminish or disappear entirely. For its part, Taseko helps create and maintain opportunity through the work it does and the investments it makes. As a result communities and their populations are more sustainable.

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.



Generating Economic and Social Value for People and Places

Our operations place emphasis on hiring and spending locally. The resulting community benefits are real and significant. High paying local jobs provide long-term benefits to local communities:

- Increased local spending, in forms of residential and consumer goods
- Increased residential property values
- Maintaining population strength
- Social program benefits; school, road, hospital upgrades



PERFORMANCE METRICS	2019	2018	2017
Gibraltar Mine			
Percentage of Local Employees ¹	96%	95%	95%
Wages Distributed Locally ¹	\$71,662,332	\$67,701,687	\$65,027,248
Percentage of Wages Distributed Locally ¹	95%	94%	95%
Procurement Distributed Locally ²	\$121,864,983	\$120,936,517	\$96,274,243
Percentage of Procurement Distributed Locally ²	38%	36%	34%
Florence Copper			
Percentage of Local Employees ³	60%	63%	50%
Wages Distributed Locally ³ (USD)	\$1,418,860	\$861,160	\$572,500
Percentage of Wages Distributed Locally ³	59%	72%	69%
Procurement Distributed Locally ³ (USD)	\$882,487	\$12,184,000	\$587,143
Percentage of Procurement Distributed Locally	11%	36%	5%

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, Queen Creek, and surrounding communities • 2018 procurement includes PTF construction



LOCAL EMPLOYEES
96% Gibraltar
60% Florence Cooper



LOCAL PROCUREMENT
+ \$121.9m Gibraltar
+ \$882k Florence Cooper



Gibraltar Mine, Core Shack



Gibraltar Mine Employee



Gibraltar Mine Employee

➤ Giving Back to the Community

Taseko's commitment to communities extends beyond payroll and supplies. The company's commitment to local health and wellbeing, arts and culture, community services, and education is proven through its corporate giving initiatives. 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 \$6.5 million.

\$6.5 Million in Charitable Giving Since 2011

United Way Campaign

Since 2008, Taseko-Gibraltar employees, along with the Company, have donated \$785,000 to the Annual United Way Campaign, an employee driven program focused on local need for local benefit.



Florence Copper Scholarships Program

Since 2011, Florence Copper has awarded \$66,200 in scholarships to high school seniors from Florence as part of its Creating Opportunities Scholarship Program. The program has helped 31 local students fulfill their higher education goals.



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.



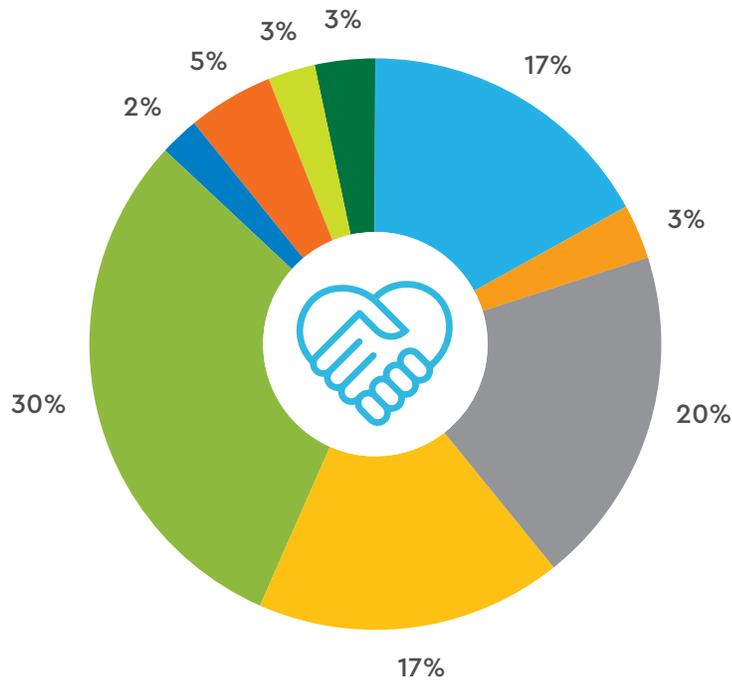
The Florence Copper Community Foundation

The Florence Copper Community Foundation was created to support community need initiatives. The Florence Copper Community 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 \$51,000 has been awarded through the Florence Copper Foundation.

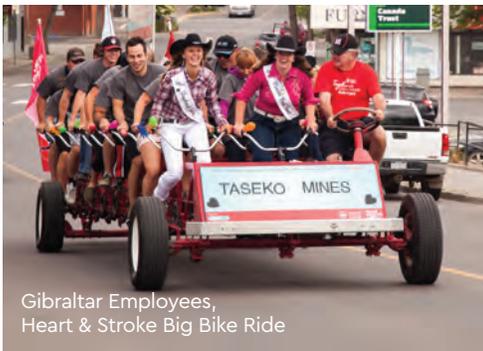


PERFORMANCE METRICS	Total to date	2019	2018	2017	2016-2006
Charitable Giving	\$6,530,884	\$169,438	\$244,720	\$709,770	\$5,406,955
Number of Florence Copper Scholarships Awarded	31	4	2	2	23

Charitable Contributions: Areas of Giving



- Arts & Culture
- Business/Industry Associations
- Community Programs
- Education
- First Nations
- Health
- Research
- Sport
- Other



➤ Mutually Beneficial Relationships with Indigenous Neighbours

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.

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.

Based on the principles set out in Taseko's Indigenous Policy, each agreement, like indigenous communities themselves, is unique. These agreements respond to and reflect the distinctive interests and priorities as specified by the communities themselves.

The purpose is to create tangible and ongoing benefits for communities and their members, including financial benefits, access to training and employment and select business opportunities that will result from the development, operation and eventual reclamation and closure of the mine.

Soda Creek Indian Band

In July 2015, Taseko announced that a Participation and Cooperation Agreement was finalized between the Gibraltar Mine and the Soda Creek Indian Band ("Xat'sull").

The agreement reflects a commitment by the Parties to work together productively and harmoniously, in the spirit of good faith and cooperation.



Xat'sull First Nations regularly participate with Gibraltar on various environmental and reclamation programs, including the Annual Fraser River Fish Sampling Program & BBQ, which has been in place since 2016. The 2018 Fish Sampling Day had over 100 people in attendance at the event, with participants ranging from Xat'sull community members, Gibraltar employees, tourists and members of the local community.

The agreement and various programs in place demonstrates the mutual respect of both Parties and recognizes the contributions that each make, with their communities and the region. In addition, the programs provide employment and work experience for local First Nations.

Tsay Keh Dene

In May 2012, the Company announced an agreement with the Tsay Keh Dene to support the exploration program and environmental studies for the development of the Aley Niobium Project in northeastern British Columbia. Negotiation of a Comprehensive Cooperation and Benefit Agreement specific to the construction, operation and closure of Aley is ongoing.



Williams Lake Indian Band

In April 2013, Taseko and Williams Lake Indian Band (WLIB) signed a Participation and Cooperation Agreement between Gibraltar Mine and Williams Lake Indian Band (WLIB).

The Agreement identifies specific areas of First Nation interest in environmental management, training, employment and contracting along with other economic benefits involving the mine. The agreement aims to enhance understanding, communication and cooperation with the WLIB and includes the establishment of an implementation committee, community engagement, education and training initiatives and economic development initiatives.



Gila River Indian Community

In March of 2015, Florence Copper's management team hosted a site tour for several elected officials and staff members from the Gila River Indian Community. Additionally, there have been positive discussions with tribal representatives and the Tribal Historic Preservation Office throughout the Section 106 process under the federal Historic Preservation Act, which has been ongoing since 2012.



Hohokam peoples occupied the area around Florence between A.D. 1000 and A.D. 1450, building multiple adobe structures and numerous pit houses and fieldhouses on the flood plain. Florence Copper's Underground Injection Control permit issued by the US EPA ensures that cultural resources discovered on the project's property from this time period are protected. Florence Copper collaborated with organizations such as Western Cultural Resources Management to perform archeological exploration and preservation activity on site in order to interpret, protect and perpetuate the artifacts that were found.

Gibraltar Mine First Nations Elder Tour



In July 2019, Gibraltar Mine hosted Xat'sūll and Williams Lake Indian Band Elders for a tour focused on the mine's environmental initiatives. Seventeen Elders were in attendance for the tour along with five band members, who work at Gibraltar. The tour consisted of a visit to the mine's on site tree nursery, where Gibraltar's Xat'sūll environmental employees discussed various environmental projects underway at Gibraltar. Projects discussed included seed collection, grass seeding and fertilization, and growth of plants and trees at the onsite nursery all for use during the reclamation process. In addition, the tour included visits to reclaimed areas which provided a comparison of 1999 reclamation styles to recent reclamation styles, to demonstrate the advancements and improvements that have been made.

SUSTAINING OUR ENVIRONMENT

Continual Improvement, Protection of Human Health, Stewardship of the Natural Environment.



Gibraltar Mines, Water Sampling

Priorities

- Green Copper
- Waste and Environmental Management
- Energy Management
- Water Quality Management
- Air Quality Management
- Land Reclamation
- Comprehensive Environmental Reporting

Requirements of Taseko's Environmental Policy

- Prevent pollution, within the bounds of their operations
- Full compliance with environmental legislation, regulations, and corporate requirements
- Integrate environmental policies, programs, and practices into all operational activities
- Positive contribution to the conservation of biological diversity through all stages of the mining life cycle
- Ensure employees understand their environmental responsibilities and encourage dialogue on issues
- Test and refine emergency preparedness plans for protection of the environment, workers, and the public
- Work with Government and stakeholders on continual environmental improvement based on science
- Maintain environment committee to review performance and sustain environmental protection as a high priority

Environmental Awards



Mining Association of BC and The Province's Mining & Sustainability Award, 2013

Gibraltar Mine



British Columbia Technical and Research Committee on Reclamation, Metal Mine Reclamation Award, 2012

Gibraltar Mine



BC Hydro Power Smart Excellence Awards, New Technology 2010

Taseko Mines Limited



BC Hydro Power Smart Excellence Awards Outstanding Energy Efficient Project, 2008

Gibraltar Mines

Green Copper: The Florence Copper Project

Wherever possible, Taseko and our sites incorporate new technology and practices to ensure minimal environmental disturbances. The copper recovery process at Florence Copper, is a prime example.

The copper is extracted using a water-based solution in a process called in-situ copper recovery. This method requires no open pit, no tunneling, no blasting, no waste dumps, and none of the large equipment typically associated with traditional

mining activity. The in-situ process is energy efficient, uses significantly less water, and produces far less carbon dioxide emissions and waste per pound of copper produced than a conventional mining operation.

Once mining is complete, 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	FLORENCE ISCR	COMPARISON
Energy Consumption (kWh / lb Cu)	7	2	-71%
Fresh Water Use (gal / lb Cu)	41	3	-93%
Carbon Emissions (kg Co2 / lb Cu)	6	1	-83%

In-situ copper recovery is an opportunity for economic activity with minimal environmental impact



Small Environmental Footprint



Low fugitive Dust Emissions



Limited Land Disturbance



Numerous Site Redevelopment Opportunities



Lower Energy Requirement Than Conventional Mining



Lookout Over Location of Florence Copper Project

Waste and Environmental Management

Gibraltar Mine's Waste Management procedure and practices, detailed on page 46, 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.

RECYCLING PERFORMANCE METRICS	TOTAL SINCE 2004	2019	2018	2017
Tires (count)	11,812	2,467	2,464	1,461
Batteries (kg)	50,198	7,978	9,479	4,994
Recycled Steel (tons)	32,234	4,890	4,578	6,056
Waste oil (liters)	2,028,382	275,930	262,450	249,945
Grease/oil products (liters)	820,974	204,802	148,285	71,150
Oil Filers (kg)	127,263	23,900	17,300	11,100
Recycled Cardboard (kg)	88,930	23,610	22,350	11,020



Energy Management and 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 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.

In 2019, total energy consumption at Gibraltar Mine was 485,687,562 kWh. 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.

PERFORMANCE METRICS	TOTAL SINCE 2014	2019	2018	2017
kWh Used	2,890,357,936	485,687,562	491,758,463	475,362,693
Diesel Used (liters)	211 M	39.8 M	37.9 M	30.1 M
kWh Saved	237,712,658	24,081,828	38,272,840	48,148,094
Dollars Saved (based on kWh saved)	\$20,445,084	\$2,262,563	\$3,487,903	\$4,277,672
Greenhouse Gas Emissions (Short Tons CO ₂)	644,907	120,345	118,402	98,968
Greenhouse Gas Emissions Saved (Short Tons CO ₂)	185,268	18,769	29,829	37,526



237 m
kWh Saved
Since 2014



\$20.4 m
Dollars Saved
Since 2014

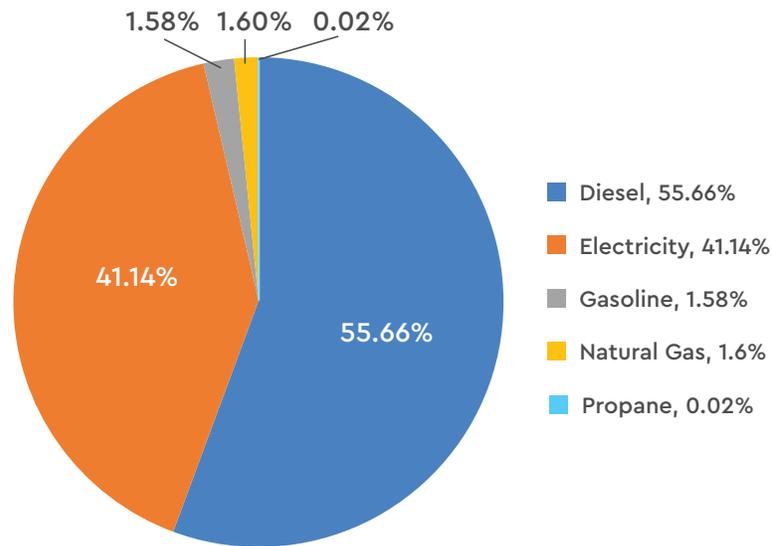


Reduction of
185,268 CO₂
Emissions
Since 2014

In the last three years, the following energy saving initiatives were executed, resulting in over 1.9 million kWh of savings.

NEW INITIATIVE	2017-2019 KWH SAVINGS
FLS Smith rotor installed with speed reduction	420,000
Air compressor sequencing	360,000
Pumpbox level optimizations in Mill	180,000
Cell 4 rotor slowdown	580,000
LED lighting installed	405,000
Total kWh Savings	1,945,000
Total Equivalent Greenhouse Gas Emissions (Short Tons CO₂)	1,235

Energy Cost Distribution 2019



In 2010 an employee bus program was implemented at Gibraltar to reduce traffic between the mine site and Williams Lake and Quesnel. Since the program was implemented, ridership has gone from approximately 80 employees per day to 146 in 2018.

PERFORMANCE METRICS	2019	2018	2017
Employees who take the employee Bus (average/day)	141	150	139
% of Employees who take the employee bus/shift	41.8%	46.1%	41.6%
Greenhouse Gas Emissions Saved (Short Tons CO ₂)	1,660	1,767	1,637



Gibraltar Mine Employee Bus

Water Management

Protecting the environmental integrity of water resources is seen by our employees as one of our greatest environmental responsibilities. People are counting on us and our expertise to ensure that our work is done with the highest possible regard for these resources. After all, water belongs to everyone. 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. The Gibraltar Mine has been successfully managing and protecting water for nearly 50 years. The knowledge and experience gained over that period is substantive, making us true experts in our field. Monitoring water quality is essential to understanding how it may be impacted over time. The flow chart on page 36 describes how water is monitored at Gibraltar.

Water Quality Monitoring Oversight

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.

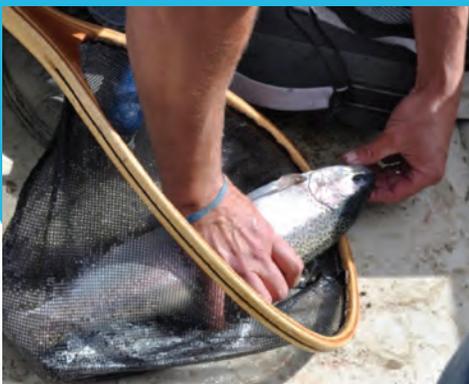
The 161-page manual is comprehensive. It contains step-by-step procedures, protocols and safety rules which must be followed and reviewed regularly by all members of the Environmental Group. It is also used as a training guide and reference for environmental staff and other employees who use environmental monitoring data or who collect or interpret environmental monitoring information.



Gibraltar Mine Tailings Storage Facility



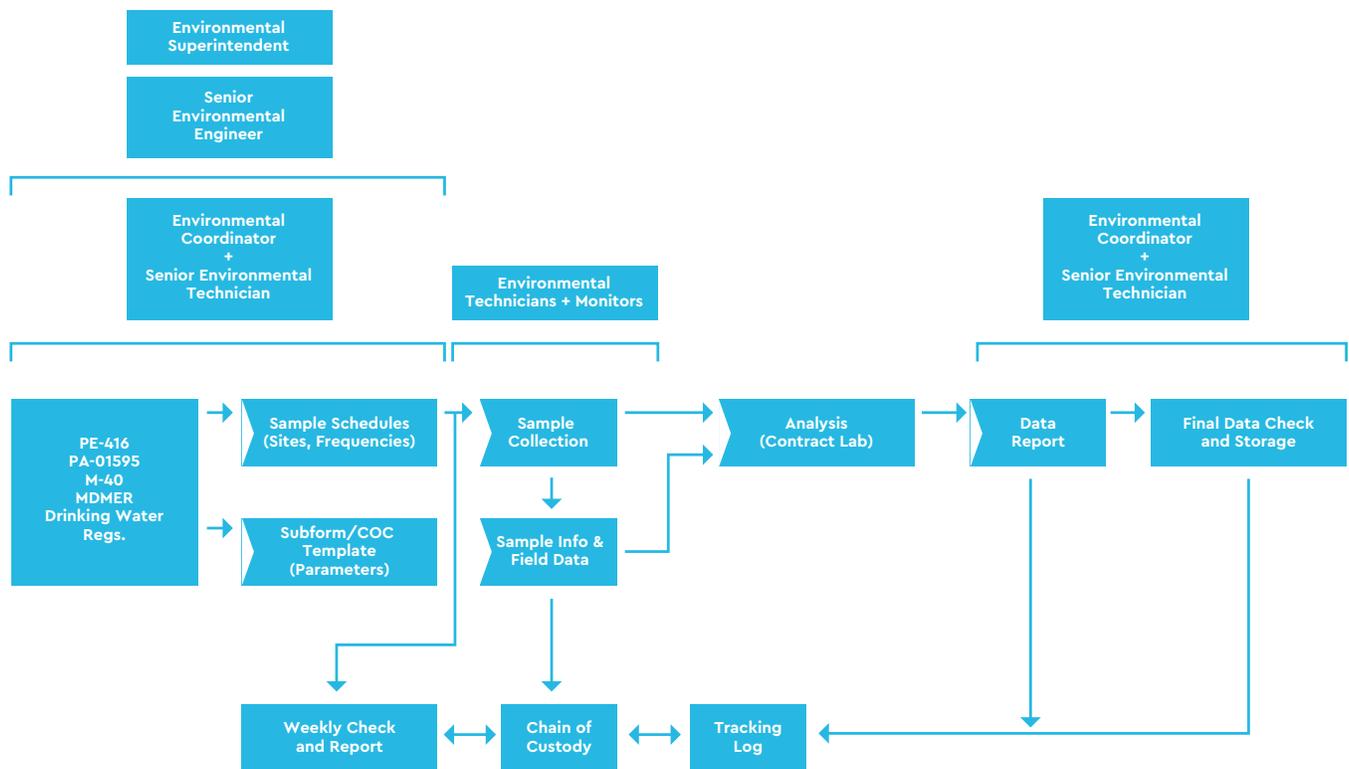
Water collection & sampling at Gibraltar Mine



Gibraltar Fish Stocking Program

Gibraltar Mines initiated its Tailings Storage Facility (TSF) Fish Stocking Program in 1984. The intent of the program is to demonstrate to government and stakeholders that the water quality within the TSF and Seepage Pond can sustain fish populations and for potential future recreational purposes as well. This program allows the evaluation of survival, general health and growth patterns of the stocked rainbow trout raised on natural feed in water stored in the TSF. Rainbow trout are a key indicator species for water quality, the baseline information collected can provide valuable input for any future environmental assessments.

Gibraltar Mine Water Quality Monitoring Process Flow Chart



Water Storage

Reducing water storage at Gibraltar Mine is a continuous effort for mine personnel and the environmental management team. Gibraltar operates and maintains a comprehensive water management system onsite. Associated pond, pit and impoundment structures are surveyed regularly to track and document storage inventories.

Water, including rain and snowmelt, which 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 which meets the permitted environmental qualities is allowed to be discharged to the Fraser River during the authorized discharge period between April 10 to November 10, annually.

Water is stored in three primary locations: the Tailing Storage Facility (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 collected around the mine site. Historically clean water was conveyed to the operation from wells along the Fraser River for use as process water; however, due to accumulations from precipitation (rain and snow) and seepage during extended shutdown, storage volumes exceeded operational requirements resulting in a surplus.

Water Discharge & Reduction

Gibraltar Mines has two authorized discharge points, although only one is active at this time. In 2019, Gibraltar operated the discharge at 0.190 m³/s and discharged a total of 3.14 Mm³ to the Fraser River.

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

- **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.**
- **In 2008, process modifications were completed such that pumping from the Fraser River for process water in the molybdenum circuit was no longer required;**
- **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%**
- **Construction of pilot scale wetland in 2011 to evaluate wetland passive treatment as an option for treating tailings water**
- **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;**
- **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;**
- **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.**

PERFORMANCE METRICS	2019	2018	2017
Water Consumed	0	0	0
Water Discharged	4.13 Mm ³	3.24 Mm ³	3.14 Mm ³
Water Recirculated	44.0 Mm ³	50.8 Mm ³	47.6 Mm ³

Fraser River Fish Sampling Program



As part of Gibraltar's obligations related to the Fraser River discharge permit the Environmental Department has collaborated with Xat'sull First Nation, Williams Lake Indian Band, and the Northern Shuswap Tribal Council to conduct salmon tissue sampling on the Fraser River. Established in 2016 and conducted annually (except in 2019 due to the Big Bar Slide in Lillooet), the objective of the program is to provide information to First Nations with regard to the safety of consuming fish caught at traditional First Nation fishing sites in the vicinity of Gibraltar's discharge point. Small samples of muscle tissue and scale samples were collected from fish caught by First Nation members using tradition fishing techniques (dip netting). Samples were frozen and shipped to a laboratory in Vancouver for analysis. The study showed that there are no effects to the sockeye salmon and fish caught at the First Nations traditional fishing sites are safe to eat.

► Land Reclamation: Returning Sites to Nature

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. A Reclamation and Closure Plan is one of the first tasks undertaken. Before mining even begins we are thinking about closure and how to plan and execute mine operations in a way that facilitates returning the property to its natural state. We perform "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 to be re-vegetated will incorporate a growth medium that satisfies land use capability and water quality objectives using a self-sustaining prescription that incorporates appropriate plant species. Our work is designed to meet predetermined land use objectives. At the Gibraltar mine-site 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 post-closure.

PERFORMANCE METRICS	TOTAL SINCE 2004	2019	2018	2017
Area Disturbed within (ha)	303	105	73	59
Area Reclaimed (ha)	107	9	11	71
Area of Grass Seeded (ha)	293	13.5	95	50
Trees Planted (count)	76,408	4,730	14,670	33,000
Shrubs Planted (count)	202,894	0	0	31,900



➤ Air Quality Management

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. The plan includes specific operating procedures for dust control management for the load-out facility and specific operational procedures to help confine tailings solids within the Tailings Storage Facility.



Gibraltar Mine personnel at an air quality collection point



Gibraltar's watering truck reduces dust on the mine site roads

➤ Risk Management

Crisis planning and risk management is a standard operating practice for Taseko. In addition to corporate and site specific crisis management plans, which are regularly reviewed and tested, Gibraltar has an Environmental Action Team (EAT). The EAT conduct 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, in order that corrective actions can be taken to address the issues.

➤ Tailings Management & Monitoring

Dam safety and reliability is paramount. Ultimately, the performance and reliability of these structures' rests with those at the top including the company CEO. Responsible tailings management, essential to maintaining dam integrity, is a multi-faceted discipline which plays a leading role in operating the Gibraltar Mine. With appropriate management expertise and discipline in place, in combination with proven and continuous monitoring all of which is guided by industry best practice, the reliable safe performance of tailings structures is assured.

Environmental Reporting

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

Results from sampling programs are reported to the British Columbia Ministry of Energy and Mines on a quarterly and annual basis. 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, it reports reclamation activity and it reports on 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 is usually included.



Wildlife at Gibraltar Mine



Gibraltar Mine Nursery



Gibraltar Mine Nursery

Wildlife Monitoring at Gibraltar

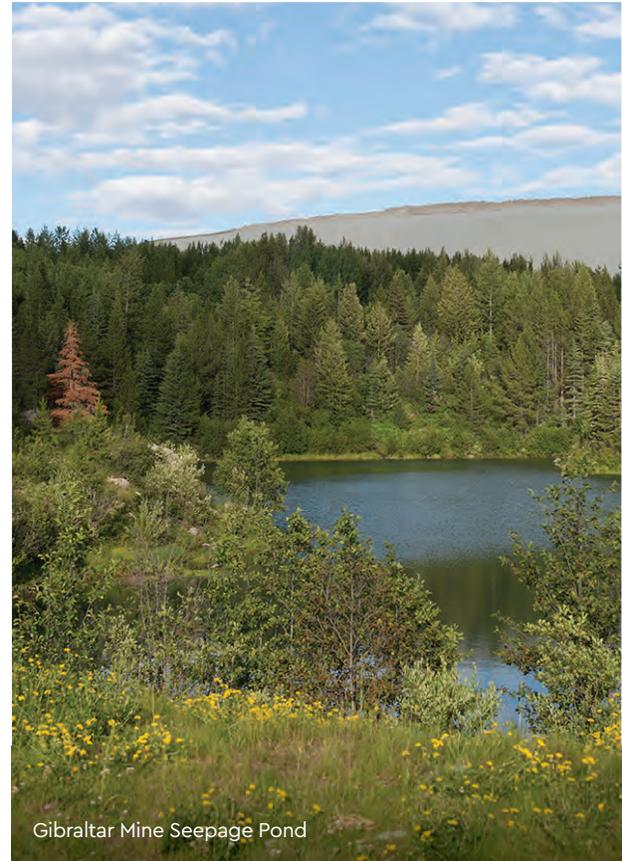
Wildlife sightings in and around the vicinity of Gibraltar are monitored and tracked as part of an informal monitoring program initiated and maintained by Gibraltar's Environmental Department.

Game camera observations are recorded and provide active monitoring for areas of interest (wetlands, reclamation features, various stand types, etc.), enhancing site understanding of wildlife utilization in different habitat types. Observations from the wildlife monitoring program are used to make decisions around landform design and suitability of reclamation prescriptions, as well as evaluate the use of current habitat enhancements. Where appropriate, the mine conducts reclamation activities intended to increase habitat functionality and the amount of wildlife habitat available for use and forage.

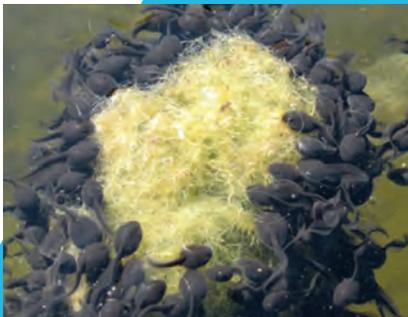


Additional requirements of the Annual Report include:

- An evaluation of the impacts of the mining and milling operations on the environment.
- Results of any investigations of available alternate collection and treatment options for open pit and rock dump drainage.
- 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.
- 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.
- The results of all ongoing hydrogeological assessment work.
- The results and analyses of the ongoing review of the site water balance, tailings impoundment seepage conditions, and water management plan.
- The results of any efforts to reduce and treat source contaminants, and to recycle, evaporate or conserve water.



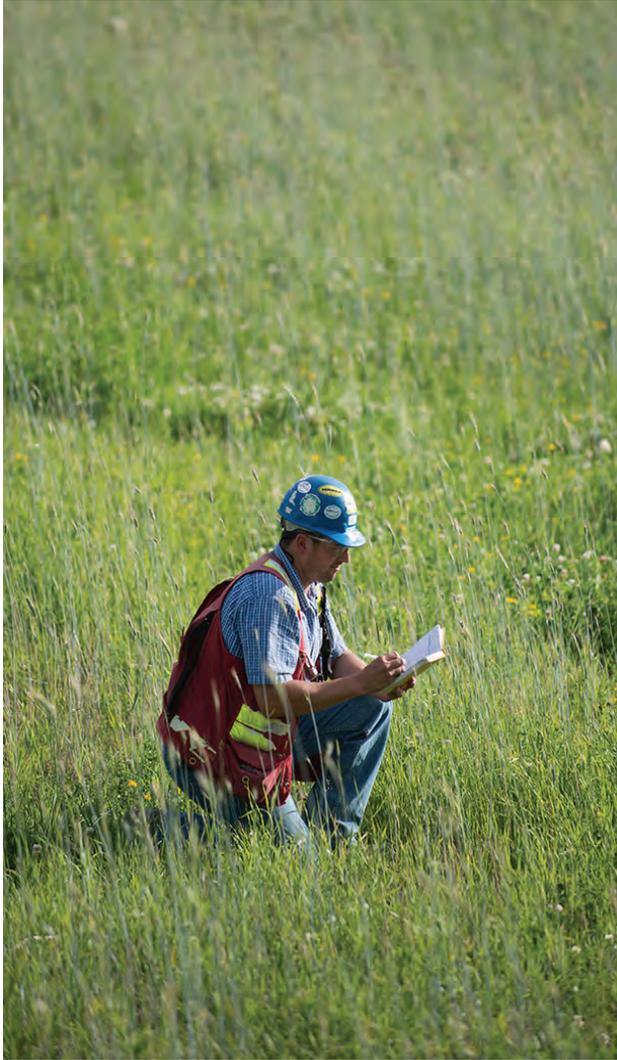
Gibraltar Mine Seepage Pond



Amphibian Salvage at Gibraltar

There are a number of environmental protection initiatives conducted at Gibraltar to limit the influences on local species. One of the programs implemented includes the conservation and relocation of amphibians. The purpose of the amphibian salvage was to capture amphibians from the site area and relocate them to a suitable location outside of the project footprint prior to mining activity.

Supported by Triton Environmental Consulting and ?Esdilagh First Nation, Gibraltar's Engineering, Mine Operations and Site Services departments, the Environmental department completed the amphibian salvage program. A total of 1096 amphibians were captured and relocated. Four species were relocated: Columbia Spotted Frog (*Rana luteiventris*), Northern Pacific Treefrog (*Pseudacris regilla*), Western Toad (*Anaxyrus boreas*), and Long-toed Salamander (*Ambystoma macrodactylum*). All species were relocated outside of the mine site.



PUTTING IT ALL INTO PRACTICE

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 practices. They must apply our methods and share our commitment to their health and safety and to the proper care and management of the natural environment in which we work.

EMPLOYEES ORIENTATION

DAY 1	DAY 2	DAY 3 & 4
Employee Sign-on General Orientation <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 	Safety Orientation <ul style="list-style-type: none"> • Safe Start Units 1 & 2 • Meet & Greet with Senior Management Team (Lunch Provided) Fire Extinguisher Training	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.
- Maintain an environment free of harassment.
- Refrain from offering or accepting gifts and benefits that are unreasonable or where there is a personal gain or benefit.
- Use e-mail and internet services responsibly.
- Avoid conflicts of interest.
- 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 which is 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 & 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.
- 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.
- 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.
- 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:

- First and foremost, the employee will make all reasonable efforts to alert the appropriate emergency services, if required.
- As soon as practicable following the incident, the employee will contact his/her supervisor, or other designated Company representative, to report the incident.
- The Company will give the employee instructions for obtaining alcohol and drug testing if required.
- Failure to report incidents in a timely manner will result in disciplinary action, up to and including termination. Employees who fail to remain available for testing may be considered to have refused to test.

General Rules

- No employee shall refuse to take a test authorized by this policy. A refusal will be treated as a positive test.
- A breath alcohol content (BAC) above 0.02 is considered to be a safety risk and a "positive" test for the purposes of this policy.
- THC levels equal to or in excess of 15ng/ml of urine is considered to be a safety risk and a "positive" test for the purposes of this policy.
- You are responsible to use Medications according to directions provided by your physician, pharmacist, or the drug manufacturer. Intentional misuse is prohibited.
- It is your responsibility to notify your supervisor of any medications you are taking that could impede your ability to work safely.

➤ 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:

1. If you are comfortable in doing so, discuss your concern with the employee who is allegedly committing the offence.
2. Discuss your concern with your Supervisor.
3. Contact any Management or Human Resources person you are comfortable speaking to and discuss your concern.
4. Anonymous Whistleblower Hotline

➤ 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 Practice

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 Mines Ltd. 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.
- Manage the Gibraltar tailings storage facility in conformance with the Mining Association of Canada's "A Guide to the Management of Tailings Facilities (2011)".
- Integrate environmental policies, programs and practices into all activities.
- 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 Mines Ltd. has established environmental objectives and targets and measures performance against those targets.

Environmental Management System (EMS)

WHAT – The EMS is simply a set of procedures to reduce the environmental risks (aspects) in our day-to-day activities.

WHY – The purpose of our EMS is to bring together the people, policies, procedures and reviews needed to manage the environment at the mine site.

HOW – 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 should be aware of the following:

- 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.

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

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

Gibraltar is a contained site that captures all surface flows.

There are numerous pipelines & natural creeks throughout the property.

An uncontrolled flow of water could result in an Environmental Incident.

REPORT ALL UNUSUAL FLOWS TO A SUPERVISOR IMMEDIATELY

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?

You 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.

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 & 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 & 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!

Invasive Plants

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

Energy Management Policy

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

As an employee of Gibraltar and as a citizen of Canada, you get to choose the effect your actions have at work and at home.

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 and Egress routes are kept clear from debris.
- Ensure that fire hazards are disposed of safely.
- Utilize the smoking butt cans around the site.
- Ensure that food waste is disposed of in Food Waste containers.
- Good Housekeeping Prevents Accidents, so keep your work area clean!

Additional Policies & Procedures

- Site Policies
- Electronic devices
- Photo imaging and recording
- Social Media Policy
- Media and Investor Relations Policy
- Whistleblower Policy
- Firearms Policy – Firearms are strictly prohibited
- Security Search Policy
- Absence Notification and AWOL Policy
- Family Responsibility Leave
- Discipline Policy



Taseko 