

## SEABRIDGE GOLD'S WORKPLACE EMPLOYMENT POLICY

The fundamental principle of the Company's Employment Policy is that all employment decisions should be made on the basis of merit.

The Company strives to foster an open and inclusive workplace and strongly supports the principle that all employees should have equal opportunity to participate in the Company and achieve their full potential. The Company is dedicated to a diverse workforce and work environment where every employee is treated fairly, respected and has the opportunity to contribute to the success of the business.

To deliver value to its shareholders, the Company is committed to fostering a workplace which is open to a broad range of ideas and approaches. We are therefore committed to encouraging and harnessing the unique contributions of our employees which arise from their differing backgrounds and experiences. We strive to provide opportunities for people who have talent, passion and integrity and the desire to work within an organization that values and supports them.

At Seabridge, all employees and applicants are evaluated according to their job-related skills, qualifications, abilities and aptitudes. In accordance with the provisions of the *Canadian Human Rights Act*, employment decisions based on attributes other than a person's qualifications to perform a job, including race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered, are prohibited.

The Company will apply employment in the workplace policies which conform to the Company's published Diversity Policy and the removal of barriers which may inhibit recruitment and retention of employees. Accordingly, the Company has committed to include the principles of diversity in recruiting and retaining employees on the basis of gender, visible minorities, sexual orientation, gender identification, people with disabilities and age.

### **Recruitment and Selection**

Seabridge's recruitment and selections principles are designed to:

- Choose the best people for the right positions;
- Ensure that the Company is resourced with people who think for themselves and have the potential to embrace challenge, become future leaders and go beyond the limits they thought were achievable;
- Comply with all applicable laws and regulations.