

## HEALTH AND SAFETY POLICY

The Company aspires to achieve zero harm by creating a safe and healthy work environment for all of our employees and stakeholders. Safety is our first consideration at work.

Wherever we operate we will develop, implement and maintain an integrated health and safety management system that drives continual improvement.

The Company will:

- **Not compromise** our safety values and will seek ways to promote and improve the health and safety of our employees and stakeholders;
- **Identify, assess and manage** risks to our employees, stakeholders and local communities in which we operate;
- **Provide** our employees with the necessary information, skills, training and equipment to safely undertake their work;
- **Work together** with our employees in the development and implementation of standards and procedures that improve health and safety;
- **Establish** relevant and measurable key performance indicators to determine organization performance;
- **Recognize** the importance of open and transparent communication and consultation with all employees and stakeholders to foster a culture of commitment to health and safety;
- **Ensure** compliance with legislation and current industry standards and augment these standards with international guidelines and best practice management;
- **Expect** employees to work in a safe manner at all times and be accountable for their own actions.

With the implementation of this policy, we will engage with and support our employees and stakeholders in sharing responsibility for meeting our aspirations of achieving zero harm to ensure every person goes home safely and healthy every day.

Adopted: November 6, 2019