



HEALTH AND SAFETY POLICY

The Company is committed to providing a safe and healthy work environment by developing, maintaining and promoting safe and productive work practices in all aspects of its business. To achieve this, the Company will:

- Include safety and occupational health considerations as an integral part of its operations.
- Take all reasonable and practical measures to ensure the work place is free of potentially hazardous conditions.
- Provide information, training, procedures and protective equipment to enable employees to work productively in a safe environment.
- Ensure that all employees understand and follow established safe work practices and procedures.
- Use all reasonable efforts to ensure that contractors of the Company, as appropriate, abide by this policy.
- Improve occupational health and safety through continuous review and improvement of procedures.
- Ensure that all incidents and accidents are thoroughly investigated to eliminate any future occurrences, and the results of the investigations are thoroughly communicated.

APPROVED by the Board on December 10, 2021.