

# HEALTH AND SAFETY

## Policy

We are committed to achieving a “zero incident-zero harm” workplace for all our employees and contractors. We believe everyone should return home in the same condition they arrived in the morning: a little more tired, but unharmed and in good health.

We acknowledge our responsibility to provide the leadership, systems, training and “fit for purpose” physical assets to achieve that objective. We also acknowledge that our people, through their actions and behaviours are ultimately responsible for their own safety and that to achieve a “zero incident-zero harm” workplace requires the commitment of all.

We encourage and support all employees to achieve our “zero incident-zero harm” objective, by building their awareness and capability of core safety behaviours and incorporating necessary actions into their work plans to ensure the safety of themselves and others in the workplace.

In order to achieve our occupational health and safety objectives, we will:

- Promote safe and healthy behaviour as central to the culture of the organization.
- Strengthen our workforce’s awareness, commitment and accountability to this policy and its associated objectives.
- Develop and implement effective management systems to identify, minimize and manage health and safety risks in the workplace.
- Provide the necessary resources to achieve a safe and healthy work environment
- Ensure our people have the necessary competency to carry out the tasks expected of them and provide appropriate and adequate training.
- Consult with our people on health and safety issues and provide them with the necessary information, tools and training to work safely and competently.
- Measure and review our performance regularly using clearly defined targets and indicators.
- Strive for continuous improvement through regular review and enhancement of our safety management system.
- Comply with applicable local and international regulations, laws and guidelines.
- Recognize strong safety performance in the execution and achievement of deliverables across the organization.
- Promote health and safety in all aspects of our work, at home with our families and within the local community.

This policy applies to:

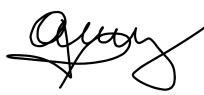
- All our employees and contractors, for those operations where we have management control, who accept personal responsibility for the safety outcomes of our operations and understand their role in ensuring and promoting our safety performance.
- Our suppliers and service providers, who through obligations in their supply arrangements, commit to meeting the safety standards and performance management expectations defined by this policy and associated procedures.

We also commit to endeavour to extend these commitments to our JV partners and to JV operations where we do not have control.

The policy has been approved by the Executive and Board of Directors.



Martin Perez de Solay  
CEO and Managing Director



Hersen Porta  
Chief Operating Officer



Neil Kaplan  
Chief Financial Officer,  
Joint Company Secretary



Rick Anthon  
General Counsel,  
Joint Company Secretary



Nicolas Mordeglia  
Chief Legal and Communications  
Officer



Ileana Freire  
Chief Human Resources Officer



Michael Gunn  
Chief Technical Officer



Kate Bennett  
Chief Sustainability Officer



Andrew Barber  
Chief Investor Relations Officer