

OCCUPATIONAL HEALTH AND SAFETY POLICY

1. GOALS

XYZ steadfastly adheres to the safety principle that "life comes first," regards occupational health and safety as one of its fundamental principles, and completely executes its primary responsibility for production safety. The company views the goal of "zero work fatalities and zero occupational diseases" as its ultimate goal. To this end, it has made the establishment of an occupational health and safety system its primary mission, safety risk management its central focus, and production safety accountability for all personnel its key component. These measures are intended to continuously raise the bar for intrinsic and capacity security as well as to create a long-term mechanism for production safety.

All illnesses and injuries related to the workplace, in our opinion, are avoidable. Furthermore, we think that effective safety and health management will positively rather than negatively impact costs or productivity, and that safety and health considerations are essential to and consistent with all other management tasks within the organisation.

COMMITMENT

- 2.** We strive to ensure compliance in its entirety with all relevant legislation and regulations. Effective management, of our health and safety performance, including oversight from the Board and Executive level. Open dialogue and involvement with internal and external stakeholders regarding our performance in terms of health and safety, pushing for continual improvement of our performance in occupational health and safety, with oversight from the Board and Executive level.

3. OUR APPROACH:

Our health and safety strategy includes steps for action in the following key focus areas:

- Reducing high risk.

- Using data to drive decision-making.
- Eliminating the systematic causes of incidents or issues.
- Optimizing site and corporate health and safety resources.
- Maintaining and enhancing a robust culture of health and safety.
- Making use of technology and behavioural research to support our strategy.

4. OUR STRATEGY:

In order to fulfil these obligations, the following policies will be implemented:

- i. Adhere to relevant industry management standards and leading industry practices in order to create a system that sets the standard for occupational health and safety management. Comply with applicable regulatory requirements on occupational health and safety in the areas where the Company operates.
- ii. Under the leadership of the board of directors, senior management (including the President) shall be accountable for the health and safety strategies and performance of ----- Mining, with commitments to ensuring safe working conditions, serving as role models, and starting from themselves and in details to create and nurture a positive and healthy safety culture.
- iii. All workers and subcontractors must take personal responsibility for their own safety as well as the safety of others around them. They must also engage in actions that lower operational risk. When harmful working conditions arise, they will always have the right to step in and make changes.
- iv. Reduce the hazards to employees, contractors, and guests' health and safety by determining and evaluating the hazard factors, developing and putting into practice the appropriate safety management, engineering technology, education and training, individual protection, emergency treatment, and other measures.
- v. Establish goals for health and safety performance across all roles and levels (including the senior management), and incorporate related performance into factors considered when determining compensation.

- vi. Evaluate the current health and safety management system's sustainability and efficacy on a regular basis. As needed, provide the necessary resources and leadership to guarantee ongoing operational improvement.
- vii. Engage internal and external stakeholders in open communication about the company's performance and its policies for managing health and safety, and make those policies publicly available.

5. POLICY PRINCIPLE:

It is up to each of us to make sure we keep our word. When there may be probable policy violations, we want our workers and contractors to be transparent and voice their concerns to their manager, supervisor, or other appropriate reporting channels. ----- treats complaints with urgency and seriousness. ----- maintains zero tolerance for retaliation against anybody who publicly voices concerns about behaviour they feel violates our policies, the law, or ethics, even in cases where the concerns are unfounded and the speaker has not intentionally submitted a false report.

6. SCOPE OF APPLICATION:

This policy is a public statement of intent, which applies to all personnel (including members of the board of directors, members of the supervisory committee and senior management) of ----- Mining and its branch companies (subsidiaries) that are operated or controlled by the Company. This policy, meanwhile, also applies to all operating mines, exploration sites, closed mines, refining, processing projects and so on over which ----- has operational control. At joint ventures where ----- does not have full operational control, we will use this policy to guide our approach, but the policy may not be applied if an individual site has its own occupational health & safety policy in place. The implementation of this policy is also encouraged among the contractors, suppliers and their permanent and temporary employees who provide services for -----.

7. BREACH OF THIS POLICY:

Our policies support our Values and reflect what is important to us. -----
takes breaches of our policies seriously. Depending on the severity of the breach,
consequences may range from a warning to termination of employment.

8. OBLIGATIONS:

Should you discover a legal requirement that contradicts this policy while carrying out
your responsibilities under it or in any other way adhering to it, you have to notify the
policy owner of this discrepancy.

9. AMENDMENT, MODIFICATION AND WAIVER:

This Policy may be amended or supplemented from time to time by management and
will be submitted periodically to the Board of Directors for review and approval.

10. EXEMPTIONS TO THIS POLICY:

There are no exemptions to this Policy.

11. PUBLICATION OF THE POLICY ON WEBSITE:

This Policy will be posted on the Corporations website at-----