



Technica Mining
a division of Technica Group

TECHNICA MINING HEALTH & SAFETY POLICY

Technica Mining recognizes employees have the right to work in a safe and healthy environment. Technica is committed to the welfare of all employees, clients and the community. Upholding people's health and safety is the organizations most important value and we demand this be our first consideration in every action we take.

Ensuring all employees embrace safety as a way of being is at the heart of our safety culture. Every Technica employee has a role to play in making our work environment safe.

We stand for transparency and integrity and are committed to the welfare of all our stakeholders. We are committed to the goal of Zero Harm and honestly believe all accidents can be prevented. We're committed to working together in an environment of mutual respect and trust to resolve issues, provide effective solutions and exceed goals.

Technica Management is committed to:

- ✓ Ensuring every reasonable step is taken to protect the health and safety of all employees
- ✓ Promoting a safe and healthy work environment, work practices and lifestyle
- ✓ Continuous development of effective safety standards, policies and procedures
- ✓ Providing the necessary information and training to all employees on our standards, policies, procedures and legislated responsibilities
- ✓ Training employees to effectively recognize and control hazards in the workplace
- ✓ Effectively communicate health and safety issues throughout all areas of the organization
- ✓ Investigate all incidents with the goal of preventing reoccurrence
- ✓ Promote effective use of the Internal Responsibility System throughout all areas of the organization
- ✓ Develop and maintain effective Emergency Response
- ✓ Preventing occupational illness and injury & providing suitable and safe return to work opportunities for any employee experiencing work related illness or injury
- ✓ Review the Technica Health and Safety Policy annually with all employees

Superintendents and Supervisors are committed to:

- ✓ Ensure every reasonable step is taken to protect the health and safety of all employees
- ✓ Ensure safe and healthy work conditions are maintained in all work areas
- ✓ Ensure standards, policies and procedures are communicated effectively and adhered to by all employees
- ✓ Lead by example, promoting the Technica Way in all aspects of their work

Employees are committed to:

- ✓ Ensure the health and safety of their selves and their coworkers
- ✓ Work in a safe manner, following all standards, procedures and policies
- ✓ Work in a manner that will promote health & safety and safe work practices
- ✓ Demonstrate the courage necessary to do things the Technica Way and ensure they are their Brother's Keeper

By working together to eliminate incidents, we achieve and maintain a healthy and safe working environment for all people. **"Everyone must have a sincere desire to prevent incidents, injuries and illnesses, and must accept health and safety as an essential part of planning and performing work".**

Mario Grossi
CEO

January 1, 2017

Jake Hughes
Safety Superintendent

*This policy is reviewed annually