

Northgate Health and Safety Policy

Creating a safe workplace for all our employees is a core value at Northgate. As an organization, we work to establish and maintain standards, procedures and management controls to ensure that appropriate health and safety considerations are integrated into all aspects of our business in order to minimize workplace risks. We seek to continuously improve our safety performance, with a target of operating with zero injuries, and to be among the safest mine operators in each of the jurisdictions in which we operate.

In our efforts to achieve and to maintain high standards of health and safety, we:

- consider health and safety as the top priority in the design and operation of all facilities, and have committed to allocate the resources necessary to help achieve our stated objectives
- work together with our employees in the development and implementation of procedures and standards that will improve their health and safety
- inform and train all employees, supervisors, and contractors about safe work practices, and their respective duties and responsibilities under relevant company policies and applicable legislation
- maintain and practice appropriate emergency preparedness procedures
- establish and implement health and safety management systems, standards and procedures to ensure that we effectively manage and control workplace risks
- establish measurable key performance indicators and objectives to evaluate performance
- run regular workplace inspections and program audits so as to measure compliance with this policy and our health and safety management systems, and to identify areas of focus for improvement and/or take corrective action
- work continuously with internal and external resources to expand knowledge concerning our practices and systems
- promote healthy lifestyles through appropriate programs and policies
- recognize the importance of working with Northgate employees to foster a commitment to and improve occupational health and safety in the workplace
- comply with applicable health and safety laws at all times, in all of our operations, wherever conducted
- expect everyone to work and act safely at all times, to be accountable for their actions and to accept responsibility for preventing accidents, occupational illnesses and injuries in the workplace