

## HEALTH AND SAFETY POLICY

### 1 Policy

Skeena Resources Limited (“Skeena”) believes that visible felt leadership in safety is critical. The following policy is designed to contribute towards promoting a values-driven health and safety culture, by personalizing commitment and demonstrating health and safety as an organizational core value.

We believe that visible felt leadership is key to promoting a culture conducive to reducing risks and improving the health and safety performance throughout the company’s operations.

The management team will set the health and safety direction and standards that all employees are expected to maintain and follow. A proactive and sincere leadership commitment to health and safety by management will set the standard for project employees. It is a Skeena requirement that all line managers and supervisors proactively and outwardly demonstrate this commitment and ensure sufficient health and safety resources are available in their area of responsibility to ensure project and operational success.

It is a requirement of all Skeena managers, employees, contractors, sub-contractors, consultants, guests, and visitors to understand and follow this health and safety policy.

### 2 Scope

This policy applies to all employees, contractors, consultants, customers/clients, visitors, or members of the general public to any Skeena workplace or work site.

### 3 Purpose and Procedures

Skeena maintains the health and safety of the people involved in our workplace activities as a primary value entrenched into everything we do. We strive for safe operations by ensuring people clearly understand that no one is expected to work in substandard conditions, with substandard tools or put themselves at risk in any way performing their duties. Health and safety is a core value at Skeena, where our goal is **everyone safe, every day**. We believe that all serious incidents are preventable and that every effort must be made to eliminate significant accidents and reduce minor incidents towards zero.

To be successful in fulfilling this policy, all employees must undertake their work in accordance with these values to the best of their ability and take all reasonable care for their own health and safety, as well as the health and safety of their work colleagues.

**We will ensure safe operations by:**

- 3.1 Operating in accordance with all recognized industry standards, while complying with the Mines Act and associated regulations of the provincial Workers Compensation Health and Safety Board and all other applicable statutes.
- 3.2 Providing the expertise and resources to maintain safe and healthy working environments.
- 3.3 Supporting an Internal Responsibility System that defines responsibility and accountability for health and safety and encourages employee involvement in safety activities and decision making through a cooperative approach.
- 3.4 Maintaining clearly defined health and safety program elements, as part of our comprehensive Health and Safety Management System.
- 3.5 Measuring health and safety performance and striving for continual improvement.
- 3.6 Training employees to conduct their work safely.
- 3.7 Investigating the details to all incidents and developing effective corrective actions to prevent reoccurrence.
- 3.8 Maintaining a high degree of emergency preparedness, including pandemic planning and preparedness.
- 3.9 Promoting the context of this policy as a way of life in all aspects at our organization, and within our families and local communities.
- 3.10 Supporting an employee's right to refuse work that is deemed unsafe.
- 3.11 Promptly investigating a work refusal complaint to come up with a mutual solution to perform the work safely.

#### **4 Review and Enquiries**

This policy will be reviewed annually involving participation by the Joint Occupational Safety and Health Committee (JOSH Committee) to ensure it falls in line with any legislative changes, or changes in the workplace.

#### **5 References to Related Documents**

None at this time.

*Shane Williams*

Shane Williams  
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Skeena Resources Limited

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