



## OUR VISION: ZERO HARM

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Our Vision is to achieve Zero Harm through demonstrated leadership and effective management of occupational health and safety in all that we do. Zero Harm means simply that everyone should be injury free, fit and well at the end of each shift.

## OCCUPATIONAL HEALTH AND SAFETY POLICY

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TMAC Resources Inc. is committed to providing a healthy and injury-free work place. In pursuit of our vision of Zero Harm, we will:

- Manage all aspects of this policy as an integral part of our business;
- Hold our leaders accountable for the safety of our people while acknowledging that safe behavior is the responsibility of every person in the workplace;
- Promote healthy work practices, work organization and a health and wellbeing culture in the workplace;
- Identify and eliminate hazards and reduce risk in all of our activities;
- Stop unsafe work immediately until we find a safe way;
- Develop and maintain risk-based occupational health and safety management systems;
- Investigate all safety incidents to be able to learn and adjust our practices and procedures to prevent future occurrences;
- Ensure our employees participate in developing our health and safety management systems;
- Enforce an alcohol and drug free workplace;
- Comply with relevant legislation and align with international good practice;
- Set appropriate objectives and monitor progress against these to ensure continual improvement;
- Conduct regular audits and reviews to evaluate programs and to promote continued and effective improvement of health and safety performance;
- Allocate appropriate resources and provide training and education to ensure we have a capable and resilient work force; and
- Conduct open communication with our employees, contractors, suppliers and other business partners as well as with interested third parties to encourage a health and safety culture that reflects the intent of this policy.