



INTERNATIONAL EXPERTISE®
HUMAN ADVOCACY

HEALTH AND SAFETY POLICY

Respect and Integrity – Excellence – Know-How – Teamwork

This policy constitutes SEMAFO's commitment to health and safety and outlines its guiding principles in these areas. SEMAFO is committed to promoting a healthy and safe work environment by continually improving its knowledge, understanding of the challenges, and actions.

Through our values, we respect our employees and protect and promote their health and safety. Accordingly, SEMAFO makes every effort to ensure the safety of its employees while they work. This policy helps uphold our values and benefits all of SEMAFO's employees, suppliers, shareholders, and the communities in which it operates.

We encourage and recognize that each employee must actively support this policy and take part in the implementation of the following guiding principles:

- Make health and safety an integral part of the management and decision-making process in order to promote a veritable health and safety culture within SEMAFO
- Establish workplace environments at all sites that promote employee participation in the attainment of health and safety goals by providing the appropriate expertise, training, and infrastructure
- Comply with applicable laws, regulations, and any other health and safety requirements
- Require that all suppliers and contractors comply with our health and safety requirements
- Maintain a health and safety management system compliant with applicable standards through continual improvement of our business processes
- Consider health and safety requirements beginning at the design phase of projects through the implementation of risk assessment programs as well as emergency preparedness and security plans at our sites
- Advocate open, transparent, fact-based communication for employees and all other stakeholders concerned with health and safety, and
- Periodically, but at least annually, submit a report on SEMAFO's health and safety achievements to the Environmental, Health and Safety and Sustainable Development Committee.