

# SEABRIDGE GOLD

## SEABRIDGE GOLD'S HEALTH AND SAFETY POLICY

At Seabridge, we are committed to achieving the highest standards of safety and health for all of our business activities. The health and safety of all employees and contractors is of the utmost priority to the Company's management. Training programs, safe work procedures, and operational standards are established across all projects to reduce safety risk exposure and promote a culture of behaviour-based safety.

### Health and Safety Policy Guidelines

The Company, its staff and contractors are responsible for providing and maintaining a safe and healthy work environment for all persons engaged on all Company worksites. Occupational health, safety, fire protection, and loss control requires active leadership by the management team. The Company and its employees and subcontractors are responsible for complying fully with all health and safety standards and regulations including worksite inspections and accident/incident investigations.

These policy objectives will be achieved by:

- Meaningful involvement and participation of all employees;
- Providing all employees with a workplace free from discrimination, bullying, harassment, sexual harassment, and workplace violence;
- The provision of safe and appropriate equipment and conditions at the forefront of daily operations;
- The right for an employee to refuse to perform dangerous or unsafe work;
- Training employees to carry out their jobs safely and productively. No employee will be permitted to commence a job without the requisite training;
- Investigate the causes of accidents and incidents and developing effective and immediate preventative and remedial action;
- The development, maintenance and review of practices and procedures;
- Emergency preparedness to minimize losses or injury arising from an incident or unforeseen event;
- The monitoring, reporting and evaluation of our Health and Safety Performance;
- Promoting the Health and Safety Policy as a way of life in all aspects of our project work sites and in family and local community.

All personnel are also responsible for their own safety by complying with legislative, industry and Company standards. Safety First is our commitment.