



SNOWLINE GOLD CORP.

HEALTH AND SAFETY POLICY

Purpose & Scope

This Policy affirms the commitment of Snowline Gold Corp (the “**Company**”) to protecting the health, safety, and wellbeing of every person involved in or affected by its activities. It provides the foundation for the Company’s health and safety management system and its supporting standards, procedures, and plans. The Company believes that all workplace injuries and occupational illnesses are preventable, and that no task is so urgent that it cannot be done safely.

This Policy applies to all Company operations and projects, including the Rogue Gold Project, and to all directors, officers, employees, and contractors acting on the Company’s behalf at all Company workplaces and travelling to and from workplaces. The Company also expects suppliers, joint-venture partners, and other business associates to uphold health and safety standards consistent with those set out in this Policy. It applies across the full operational life cycle, from exploration and development through operation, expansion, and eventual closure and reclamation.

Our Commitments

The Board of Directors and senior leadership are accountable for health and safety performance and regard a safe, healthy workplace as integral to how the Company operates and creates long-term value. Leadership commits to providing the governance, resources, and oversight necessary to deliver on the commitments below. To give effect to this commitment, the Company will:

- **Leadership and accountability.** Demonstrate visible leadership on health and safety, ensure it is embedded in the Company’s culture and decisions, and hold all levels of the organization accountable for performance.
- **Legal compliance and obligations.** Comply with all applicable health and safety laws, regulations, permit conditions, and other obligations to which the Company subscribes, and treat these requirements as the minimum standard rather than the goal.
- **Hazard identification and risk management.** Systematically identify hazards, assess risks, and apply the hierarchy of controls to eliminate or reduce risks to as low as reasonably practicable across the operational life cycle.
- **Safe systems of work.** Establish, maintain, and follow safe work procedures, standards, and controls, and ensure that equipment and facilities are designed, operated, and maintained safely.



- **Occupational health and wellbeing.** Protect workers from occupational illness and exposure and support physical and mental health and wellbeing across the workforce.
- **Right and responsibility to stop work.** Empower and expect every worker to stop or refuse work they reasonably believe to be unsafe, without fear of reprisal.
- **Emergency preparedness and response.** Maintain emergency preparedness and response capabilities to serious incidents and to respond promptly and effectively when they occur, including measures to contain, mitigate, and learn from such events.
- **Incident reporting and investigation.** Encourage prompt reporting of incidents, near-misses, hazards, and concerns; investigate to identify root causes; and act to prevent recurrence.
- **Training and competency.** Provide the training, competency development, supervision, and awareness necessary for personnel to understand and fulfil their health and safety responsibilities.
- **Contractor and supply chain safety.** Hold contractors and suppliers accountable for meeting health and safety requirements and work with them to build shared commitment and capability.
- **Worker participation and consultation.** Consult and engage workers and their representatives on matters affecting their health and safety, and act on the concerns they raise.
- **Monitoring, measurement, and reporting.** Monitor and measure health and safety performance against defined indicators and report transparently and accurately on results.
- **Continuous improvement.** Set objectives and targets, conduct audits and reviews, and use the results to drive measurable and continual improvement in health and safety performance.

Governance and Review

The Company maintains a health and safety management system to implement this Policy, manage risks and obligations, and drive continuous improvement. Roles and responsibilities are defined at every level of the organization.

- **Board of Directors.** Provides oversight of health and safety strategy, performance, and risk, and holds management accountable for delivering on this Policy.
- **Senior leadership.** Sets direction, allocates resources, establishes objectives and targets, and integrates health and safety performance into business decisions and management accountability.



- **Operational management.** Implements health and safety standards, procedures, and plans; manages day-to-day performance; and ensures that risks and obligations are addressed at the site level.
- **Employees and contractors.** Carry out their work in accordance with this Policy and supporting requirements, and report hazards, incidents, and concerns promptly.
- **Suppliers and partners.** Are expected to operate in a manner consistent with the principles of this Policy when acting in connection with the Company's activities.

Health and safety performance is monitored, measured, and reported to senior leadership and the Board, and is subject to periodic internal and, where appropriate, external review and audit. This Policy will be reviewed at planned intervals and updated as necessary to reflect changes in the Company's operations, applicable obligations, external expectations, and evolving good practice.

Approval Statement

This Health and Safety Policy has been reviewed and approved by the Board of Directors of Snowline Gold Corp and is endorsed by its senior leadership. It reflects the Company's binding commitment to protecting the health and safety of its people and takes effect on the date stated below. This policy will be reviewed on an annual basis.

APPROVED AND ADOPTED by the Board of Directors of Snowline Gold Corp. on June 24, 2026.