



Occupational Health and Safety Policy

Calibre is committed to maintaining a high standard of occupational health and safety (OHS) in all phases of the mine life cycle including exploration, design, construction, operation and closure. We acknowledge that our goal of zero harm to our employees, contractors and local communities surrounding our operations is a core value of Calibre.

To meet our OHS objectives, Calibre will:

- Apply a systematic approach to identifying, assessing and controlling OHS risks and eliminating or mitigating these risks.
- Through proactive leadership and employee commitment, attempt to achieve an incident and injury-free workplace.
- Ensure that our employees and contractors are suitably trained and qualified to complete their work in a safe and competent manner.
- Aim to achieve continual improvement in OHS performance.
- Report and investigate all workplace incidents and implement suitable corrective and preventative actions.
- Comply with applicable OHS legal, regulatory and other requirements to which Calibre subscribes or is a signatory.
- Conform with Calibre's OHS Management System Standards and OHS Performance Standards in line with ISO45001:2018, that include, but are not limited to, management of ground control, high-risk work, electrical safety, fire prevention and road transport.
- Understand and respect the expectations of our employees, contractors and the community for responsible and effective management of OHS risks.
- Frequently engage with our employees and contractors to ensure that OHS always remains in our values.
- Promote continual improvement by periodically evaluating and auditing the effectiveness of our OHS Management System and operational processes.

All Calibre employees and contractors have a shared and personal responsibility to ensure our business activities are managed in accordance with this OHS Policy.

A handwritten signature in blue ink, appearing to read "D. Hall", is positioned above the name of the signatory.

Darren Hall
President & Chief Executive Officer
Calibre Mining Corp.

May 2023