

HEALTH AND SAFETY

| OUR MANAGEMENT APPROACH

Pan American Silver is committed to providing a safe and healthy workplace for all employees and contractors. Our sites are responsible for implementing safety management systems and procedures. We focus on continuously improving our safety systems, training, and processes, and by adopting leading technologies. We track and analyze safety incidents to help us learn and improve the conditions of our workplaces. All our operations meet or exceed local health and safety regulations and have implemented the Mining Association of Canada's Towards Sustainable Mining (TSM) Safety and Health Protocol.

Policy

- [Health and Safety Policy](#)

Plans, Programs, and Initiatives

- The "Doing Safety Differently" program fosters an approach where workers are actively involved in problem-solving, communication and continuing learning.
- The Pan American Silver Safety Pledge and Cardinal Rules set out our fundamental expectations and rules for safety at all sites,

apply to all employees and contractors, and are incorporated into induction training and safety talks.

- Expansion of our critical risk management program which focuses on preventing serious incidents and fatalities through training, culture change, site-specific action plans, field verifications, and comprehensive investigations of serious incidents.
- Mine rescue standards, aligned with industry best practices, provide consistency throughout our operations in mine rescue training, equipment, and response.
- Our health and safety supervisor training program provides leadership and technical training for front-line supervisors.
- Technical safety training provides workers with relevant skills and know-how.
- Our industrial hygiene program and occupational health services serve to identify, manage, and mitigate site-specific occupational health risks.
- Joint worker-management health and safety committees support the development and implementation of health and safety programs.⁽¹⁾

- Investigation of High Potential Incidents (HPIs), including those that do not result in injuries or losses and incentivize the implementation of high hierarchy controls and preventative actions.

Monitoring and Evaluation

- Hazard identification and risk assessment processes, including 5-point safety systems, job safety analysis, field-based risk assessments, and site-level risk analysis, are used to identify risks and required controls.
- Operational hazard controls – A hierarchy of controls is applied to manage identified risks.
- Tracking and reporting of HPIs.
- Monthly meetings with the operations management staff to review selected HPIs that did not result in injuries and to identify necessary controls and solutions.
- The TSM Safety and Health Protocol requires all sites to conduct annual self-assessments and develop action plans for continuous performance improvement.
- Corporate safety audits are conducted annually by a Corporate Safety Department team led

by the Senior Director of Health and Safety; high-priority findings are elevated to the Chief Operating Officer for immediate action.

Accountability

- The Management Safety Committee, Senior Director of Health and Safety, Director of Safety Projects, and Manager of Safety and Training lead the implementation of company-wide initiatives resulting from our risk assessment process, safety audit programs, and incident investigations.
- Each operation has an Operating Management Team that is responsible for safety.
- The Senior Vice President of Technical Services, Safety & Process Optimization is responsible for overall safety direction and reporting across the Company.
- The Board Health, Safety, and Environment Committee oversees adherence to the Health and Safety Policy, reviews safety statistics and incident reports, and provides input on the overall safety direction of the Company.

(1) All operations have joint worker-management committees. At certain sites, these committees comprise both contractors and employees. At other sites, there are separate committees for employees and contractors.