

OCCUPATIONAL HEALTH AND SAFETY

OUR MANAGEMENT APPROACH

In accordance with our Health and Safety Policy, Pan American Silver is committed to providing a safe and healthy workplace for all employees and contractors. As such, our sites are responsible for implementing safety management systems and procedures. We are currently advancing two key programs: Critical Risk Management and Doing Safety Differently. We track and carefully analyze safety incidents classified as high potential for serious injury to help us learn and improve the conditions of our workplaces. We do this by focusing on corrective and preventative actions (CAPA) that adopt leading technologies and improve our controls, safety systems, training, and processes. All our operations meet or exceed local health and safety regulations and adhere to the Mining Association of Canada’s Towards Sustainable Mining (TSM) Safety and Health Protocol.

Policy

- [Health and Safety Policy](#)

Standards and Guidelines

- Each operation follows an extensive list of safe work procedures and guidelines, ensuring consistency in day-to-day operations.
- Our Critical Risk Management Program outlines mandatory critical controls to mitigate key risks.

- Pan American Silver’s Safety Pledges and Cardinal Rules serve as fundamental principles guiding workplace safety. They 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.
- Mine rescue standards—aligned with industry best practices—provide consistency throughout our operations in mine rescue training, equipment, and response.

Plans, Programs, and Initiatives

- The “Doing Safety Differently” program fosters an approach where workers are actively involved in problem-solving, communication, and continuous learning.
- We are expanding 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.
- 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 five-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 in which 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 conducted annually by a Corporate Safety Department team and led

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

Accountability

- The Management Safety Committee, Senior Director of Safety Initiatives, and Senior Director of Operational Safety 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 Operations and Projects is responsible for overall safety direction and reporting across the Company.
- The Health, Safety, and Environment Committee of the Board 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.