



HEALTH AND SAFETY POLICY

PURPOSE

Pan American Silver Corp. (“Pan American”) is committed to protecting the life, health, security, and wellbeing of its employees and contractors, as well as others who visit our workplaces, recognizing that no operational or financial objective is more important than the safety of people. We believe that everyone plays a critical role in maintaining a healthy, safe and secure worksite, and therefore building a culture that embraces that objective is key to preventing injuries, fatalities, and unsafe conditions.

COMMITMENT

Our approach to health and safety is based on a proactive, risk-based framework, integrating critical risk management and the principles of human and organizational performance to prevent fatalities and high-consequence events.

To fulfill its commitment, Pan American:

- a. recognizes the prevention of fatalities, injuries, occupational illnesses and harmful exposures as a core value and prioritizes the effective management of critical risks;
- b. complies with applicable health and safety laws and regulations and aligns with recognized international standards and industry initiatives;
- c. identifies hazards, assesses risks, and eliminates or reduces risk through the hierarchy of controls and effective management of critical controls;
- d. integrates health and safety considerations into business strategy, planning, and decision-making;
- e. promotes visible and accountable leadership to improve health and safety performance and critical control effectiveness, while recognizing that everyone is responsible for managing risks in the work they perform;
- f. encourages open communication, worker participation, and the sharing of practical solutions to improve safety outcomes;
- g. empowers workers to stop work when conditions are unsafe or critical controls are ineffective;
- h. provides employees and contractors with the competencies, training, and resources required to work safely and responsibly;
- i. learns from incidents, near misses, and operational experiences to strengthen systems, improve learning, support a fair and respectful reporting culture, and prevent recurrence;
- j. encourages the adoption of technologies and innovations that improve health and safety performance;
- k. measures performance and drives continuous improvement through objectives, indicators, audits, reviews, and corrective actions;
- l. safeguards the physical security of employees, contractors, and others at our sites through security measures and management frameworks aligned with internationally recognized standards; and
- m. maintains workplaces free from violence, harassment, intimidation, and discrimination as set out in our Global Human Rights Policy, promoting wellbeing and psychological safety while respecting the diversity of our personnel.



APPLICATION

Our directors, officers, employees and contractors are required to comply with and perform their activities in a manner consistent with this Policy. This Policy forms part of Pan American's integrated governance framework and must be read together with our other policies and guidelines, including the Global Code of Ethical Conduct, the Global Human Rights Policy, the Social Sustainability Policy and the Supplier Code of Conduct.