



SANTACRUZ SILVER MINING LTD.

HEALTH AND SAFETY POLICY

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At Santacruz Silver Mining Ltd. (the “**Company**”), we are committed to achieving the highest standards of safety and health for all of our business activities. The health and safety of all employees and contractors is of the utmost priority to the Company's management. Training programs, safe work procedures and operational standards must be enforced at all of our projects to ensure that all work is undertaken in a safe manner with minimal risk to employees.

Health and Safety Policy Guidelines

The Company is responsible for providing and maintaining a safe and healthy work environment for all persons engaged on all Company worksites. The management team is required to provide active leadership and support for occupational health, safety, fire protection and loss control. The Company and its employees and subcontractors are responsible for complying fully with all health and safety standards and regulations including worksite inspections and accident/incident investigations.

These policy objectives will be achieved by:

- Meaningful involvement and participation of all employees;
- The provision of safe and appropriate equipment and conditions at the forefront of daily operations;
- The right for an employee to refuse to perform dangerous or unsafe work;
- Training employees to carry out their jobs safely and productively. No employee will be permitted to commence a job without the requisite training;
- Investigate the causes of accidents and incidents and developing effective and immediate preventative and remedial action;
- The development, maintenance and review of practices and procedures;
- Emergency preparedness to minimize losses or injury arising from an incident or unforeseen event;
- The monitoring, reporting and evaluation of our Health and Safe Performance; and
- Promoting the Health and Safety Policy as a way of life in all aspects of our project work sites and in family and local community.

All personnel are also responsible for their own safety by complying with legislative, industry and Company standards. Our commitment is to safety first.

The Policy was approved by the Board on November 11, 2023.