



## HEALTH AND SAFETY POLICY

Golden Minerals Company is dedicated to making occupational health and safety a core value that drives performance and an integral part of our business. The health and safety of our employees, their families and the communities in which we operate is of the highest priority and cannot be compromised.

To carry out this commitment, Golden will:

- Provide a safe and healthy workplace for all our employees, contractors and visitors
- Integrate occupational health and safety management practices into our core business functions
- Evaluate, plan, construct, and operate all facilities to reduce adverse occupational health and safety impacts and to achieve a superior level of occupational health and safety performance
- Operate in accordance with industry best practices while complying with all applicable laws and regulations, recognizing to achieve zero incidents we must go beyond regulatory compliance
- Provide the expertise and resources needed to maintain safe and healthy working environments
- Train and motivate our people to work in a safe and responsible manner
- Maintain a high degree of emergency preparedness
- Regularly monitor the Company's occupational health and safety performance
- Identify measurable objectives and targets that will drive the continuous improvement necessary to pursue an incident free workplace
- Communicate this policy to employees, contractors, vendors, visitors, and other stakeholders as appropriate to ensure a high level of occupational health and safety awareness

The only acceptable occupational health and safety goal is to eliminate every injury and job related illness. All operations will establish and maintain an occupational health and safety management system to ensure compliance with these principles.