

Osisko Mining Inc. considers the health and safety of our workers, partners and the general population to be an integral part of the application of our five core values: respect, passion, diversity, integrity and efficiency. Osisko Mining Inc. understands the importance of rigorously maintaining and continuously improving an exemplary culture of health and safety.

Osisko Mining Inc. is committed to:

- Protecting the health and safety of our workers, partners and the general population;
- Strictly complying with the laws and regulations in the jurisdictions in which we operate;
- Implementing our Occupational Health and Safety Management System (OHSMS);
- Evaluating each of our activities in terms of the potential impacts and risks for the natural, human and social environments, with the goal of prevention and protection;
- Developing emergency action plans to mitigate the negative effects of unplanned events;
- Designing and using our facilities with approved technologies and the most efficient techniques in order to minimize the risk to the environment, and to the health and safety of people, while keeping in mind the concerns of the host communities;
- Providing employees with a continuing education program to improve their health and safety skills and knowledge;
- Continuously developing prevention activities that meet industry standards and are tailored to the needs and uniqueness of our workplaces;
- Aiming for continuous improvement by implementing our OHMS, annually reviewing our commitments and objectives, collecting and analyzing statistics, conducting audits and developing plans and targets to improve performance;
- Ensuring that the necessary resources – human, material and financial – are available to promote, plan and implement this policy.

In order to achieve our health and safety objectives, Osisko Mining expects:

- All executive, managers and supervisors to be ambassadors in promoting and maintaining our health and safety culture, and accepting responsibility for the elimination of potential risks;
- The Health and Safety Department to support this policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this policy;
- The Board of Directors' Sustainable Development Committee to meet on a regular basis to monitor health and safety performance including any necessary corrective actions taken to improve it and confirm that Osisko Mining Inc. adheres to this policy.



John Burzynski
President and CEO
Date: May 4th, 2020