

## OUR PEOPLE: HEALTH AND SAFETY

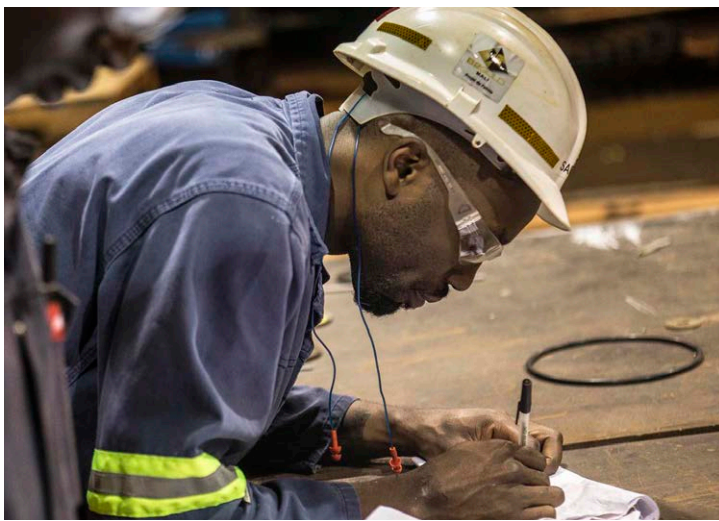
Our ability to keep people safe is critical to our success as a company. Mining is a hands-on, high-risk industry and, as responsible miners, we are committed to preventing harm and protecting the health and safety of our workers, contractors and the communities in which we operate. This commitment requires us to continually invest in safety solutions and refine the positive safety culture throughout our organization.

In all aspects of health and safety performance, our primary objective is to prevent injury and illness to our workers, contractors and the communities in which we operate. Our secondary objective is to mitigate harm, learn from our mistakes and ensure corrective measures are taken to prevent recurrence when an incident does occur.

The nature of our operations provides a complex safety landscape that we are dedicated to understanding so that we may continue to improve upon our already strong safety record. Every year, we track all high potential incidents across our sites, elevating the profile of high-risk events to ensure that these are treated with appropriate seriousness and concern. In 2019, our most recent fully-reported year, we once again recorded zero fatalities and were also successful in reducing the severity of incidents across all of our operations, with a total of 189 fewer days lost to injury.

We continue to utilize our Significant Incident Alert System to propagate learnings from incidents at any one site to inform practices at all of our other operations. Every site evaluates each incident with respect to their operation and, where applicable, implements proactive corrective actions to eliminate the hazard or lower the risk.

In addition to year-on-year improvements to workplace safety across all of our operations, we also invest significantly in health and wellness programs in the communities where we work. We support community health centres, HIV and anti-domestic violence awareness campaigns, early childhood development programs, and numerous bursaries and scholarship programs for children, youth and employees.



### Mali – Positive Attitude Safety System

In 2019, we launched a trial safety culture transformation program dubbed the Positive Attitude Safety System (PASS) in two operational areas of our Fekola Mine in Mali. PASS is a dynamic safety process that drives employee ownership of safety and assists management to encourage and reinforce safe attitudes, decisions and behaviour. It creates an environment which supports the safety decisions of employees, encouraging and empowering them to proactively identify hazards and share ideas on safety improvements.

Immediately after the toolbox talk at the beginning of a shift, crew members run a huddle where safety activities and decisions are discussed. The conversation is kept positive and focuses on the previous shift's safety. If it is rated as a safe shift, reasons are discussed. If it was not considered safe, reasons are also discussed and what can be done to fix the issue.

When every worker is motivated to not only make practices safer for themselves, but to also leave things safer for their cross shift, safety culture is improved and processes are naturally bettered.

In light of early success and high employee enthusiasm, PASS has now been expanded to cover nearly half of our operational departments at Fekola.



### The Philippines – Emergency Response Capacity

Our Masbate Mine in the Philippines is situated in the Pacific Ring of Fire, an epicenter of dramatic natural events. An average of 20 typhoons hit the archipelago every year, in addition to the ever-present threat of earthquakes and volcanic eruptions. These natural events trigger landslides, mudslides and flooding that can kill or injure residents and workers; damage homes and infrastructure; devastate economic activity; and completely halt day-to-day life. It can take weeks or months for communities to recover from a significant natural event.

In pursuit of better preparedness, response and recovery, we partnered with the provincial government of Masbate to improve the capability of the Masbate Provincial Disaster Risk Reduction Management Office (PDRRMO). The biggest obstacle identified was a dearth of capable volunteers, and so a significant aspect of our capacity building initiative was dedicated to the training of 480 new response volunteers.

These volunteers were put to the test when Typhoon Kammuri struck the Philippines in December 2019, destroying 642 homes, damaging 1,142 homes and injuring 26 residents. The Operations Section Chief of the PDRRMO recognized the efforts and training of these volunteers as critical to the response and recovery.

We were also gladly able to respond to Kammuri with \$186,000 in financial assistance to repair employee homes and distribute more than 16,000 food parcels to affected residents.

We are proud of our operational health and safety record and continue to make the well-being of our employees, contractors and community members our highest priority at all of our operations.