



HEALTH & SAFETY POLICY

RPX Gold Inc. (“**RPX Gold**” or the “**Corporation**”) strives to achieve a zero-harm working environment so that everyone is injury free, fit and well at the end of each shift.

Our commitment to providing a healthy and safe workplace means that we:

- **Comply** with all laws, regulations and guidelines relating to health and safety in the workplace.
- **Require** that everyone in our workplace follow safe work practices and comply with government standards and regulations.
- **Integrate** health and safety into all aspects of our decisions and activities.
- **Provide** the leadership and resources required for an effective risk-based occupational health and safety management system and involve employees in the development of that system.
- **Instill** a safety culture that encourages people to proactively manage health and safety risks through education, instruction, information, and supervision.
- **Encourage**, promote and support all employees in incorporating the actions necessary to ensure the safety of themselves and others in the workplace.
- **Seek** continuous improvement by:
 - Setting appropriate health and safety objectives and targets.
 - Monitoring our progress against such objectives and identifying opportunities for improvement.
 - Evaluating our health and safety risks and taking steps to mitigate them.
 - Measuring and reporting our health and safety performance transparently.
 - Investigating all health and safety incidents to be able to learn and adjust our practices and procedures and implement improvements to prevent future occurrences.
- **Promote** healthy lifestyles through appropriate awareness and training, fitness for work standards and occupational health programs and benefits.
- **Hold** our leaders accountable for the safety of our people while acknowledging that safe behavior is the responsibility of every person in the workplace.
- **Expect** employees to identify and report unsafe conditions and injuries and to refuse unsafe work.
- **Stop** unsafe work immediately until we find a safe way.
- **Enforce** an alcohol and drug free workplace.
- **Promptly** and effectively respond to any emergency situation.
- **Communicate** openly and honestly with respect to our health and safety performance to our employees, partners, contractors, subcontractors, local communities, and other stakeholders.

This Policy will be posted on the Corporation’s website at www.rpxgold.com.

Approved by the Board on December 5, 2024

