
HEALTH AND SAFETY POLICY

1. INTRODUCTION

Aris Gold Corporation (the “**Company**”) is committed to achieving excellence in the management of health and safety at its operations. The Company understands its responsibilities to provide a safe and healthy working environment to its workforce and is committed to preventing incidents and accidents and to mitigating health and safety risks and hazards. We believe that health and safety must be everyone’s responsibility and priority to achieve a culture of zero harm.

References to the Company in this Health and Safety Policy include all of its subsidiaries and any other entity controlled by the Company.

2. COMMITMENTS

To achieve our goals, the Company aims to, at a minimum:

- comply in all material respects with applicable laws and regulations in the countries in which we operate;
- implement Health and Safety Management Systems that meet international standards and applicable best practices including setting objectives and targets and measuring our performance against them;
- promote a culture of personal responsibility among our workforce together with health and safety leadership for our supervisors and managers;
- consult with our employees as well as our consultants and contractors about health and safety activities through regular safety meetings;
- investigate and appropriately address deliberate breaches in standards and procedures;
- respect our employees’ right to refuse to perform work that they consider unsafe;
- encourage our workforce to report all accidents, incidents and near misses so that they can be properly investigated, understood and prevented;
- audit and assess the systems and practices at each of our operations to ensure continuous improvement of our internal Health and Safety Management Systems;
- train our workforce so that each task, with an emphasis on high-risk activities, is performed safely;
- conduct risk assessments to identify and mitigate hazards to minimize and control occupational hazards and reduce safety and health risks associated with our business activities; and

- prepare and provide resources to all employees so that they are trained and equipped to respond to unforeseen emergencies and crises.

By adopting these principles and actively implementing them at our sites, the Company aims to ensure that our activities are safely performed by our workforce.

3. REVIEW AND APPROVAL

The Technical Committee will review the Company's compliance with this Policy at least annually and more frequently as warranted and will report its findings to the Sustainability Committee.

This Health and Safety Policy will be reviewed and updated whenever there is a change in law or regulation that affects its effectiveness in preventing the activities proscribed by this Policy.

Approved by the Technical Committee: February 4, 2021