

Cripple Creek & Victor Gold Mining Company Safety & Health Guidelines

Cripple Creek & Victor Gold Mining Company (CC&V) strives to produce high quality gold doré by maximizing recovery in a safe, responsible and efficient manner. CC&V places a high value on performance. Our primary goal is to be a world class operation and to be leaders in all aspects of our business, including safety and health performance. "Safety is Our First Value" and we believe that all injuries and equipment damage incidents are preventable. Our safety performance goal is "0" accidents. To achieve this, CC&V will:

- Provide a safe and healthy working environment.
- Make management of occupational safety and health a primary responsibility of line management, from executives through first line supervisors.
- All employees are responsible for safe work behavior and complying with safety rules and procedures.
- Involve employees in the implementation of these guidelines and provide the necessary resources to ensure compliance with these guidelines.
- Comply with all relevant laws and regulations. Monitor changes in laws and regulations and comment on these changes, when applicable.
- Monitor the effect of the company's operational activities on the safety and health of employees and others and continually improve our safety programs.
- Ensure that employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities.
- Communicate openly on safety and health issues with employees and other stakeholders.
- Require contractors to comply with these guidelines and attempt to influence business partners to apply these guidelines.
- Compliance with these guidelines will be periodically assessed and appropriate process improvements made as dictated by these assessments.
- Involve employees in activities to promote safe work behavior.

At CC&V we will implement these safety and health guidelines and the corporate policy by establishing and maintaining a health and safety management system and involving our employees in safety and health programs.



Ben Guenther
Senior Vice President, North America

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