

## 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 of these metals in a safe 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. We believe that “Safety is Our First Value” and that all injuries and equipment damage incidents are preventable. CC&V has placed a performance goal of “0” accidents as our benchmark. 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.
- 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 and monitor changes in laws and regulations and comment on these changes, when applicable. In the absence of appropriate legislation, best industry practices will be employed.
- 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.

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.



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Cripple Creek & Victor Gold Mining Company

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