



PAN AMERICAN
— SILVER —

HEALTH AND SAFETY POLICY

Pan American Silver Corporation (PASC) is committed to protecting the health and safety of its employees and contractors at its mining operations and development projects. PASC will strive to provide a safe and healthy workplace for its employees and contractors and is committed to do the following:

- a. Promote health and safety on and off the job;
- b. provide employees with the training and tools to work safely;
- c. comply with applicable laws and regulations of the countries in which we operate;
- d. adhere to proven health and safety practices;
- e. provide a safe work environment by minimizing and/or eliminating hazards;
- f. educate our employees to the potential hazards of their job;
- g. strive for continuous improvement in all aspects of health and safety;
- h. implement accident prevention programs;
- i. ensure that first aid and emergency response plans are in place at each operation;
- j. require that employees perform their duties in the safest manner possible;
- k. ensure accident reporting is completed in a diligent manner and where necessary take immediate steps to mitigate the potential for a reoccurrence;
- l. provide for annual audits of all health and safety programs and with our capabilities remediate all identified health and safety findings promptly;
- m. conduct regular reviews of PASC Health and Safety policies and report findings to PASC management and the Board of Directors;
- n. promote employee participation in the development of health and safety standards such that our employees take ownership of their health and safety responsibilities;
- o. develop and operate health and safety management programs at PASC operations that meet or exceed those in use by our peer companies; and
- p. make this policy available to PASC employees, contractors, stakeholders, nearby communities and the public.

Each operation is responsible and held accountable for the development and implementation of procedures and programs that comply with this policy.