

## HEALTH AND SAFETY POLICY

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### INTRODUCTION

West Red Lake Gold Mines Ltd. (the “**Company**”) is committed to achieving the highest standards in its management of health and safety procedures at its operations. The Company understands it has a responsibility to provide a safe and healthy working environment for its workforce and is committed to preventing incidents and accidents and mitigating health and safety risks and hazards. The Company believes that health and safety must be everyone’s responsibility and prioritizes harm reduction. People are the Company’s priority, and the success of the Company is based on a strong culture of safety.

References to the Company in this Health and Safety Policy (the “**Policy**”) include all of its subsidiaries.

### COMMITMENTS

To achieve our goals the Company aims to:

- Comply in all material respects with applicable laws and regulations in the countries in which it operates;
- Create and encourage a Safety-First culture among all staff, employees and contractors.
- Include safety and occupational health considerations as an integral part of its operations.
- Take all reasonable and practical measures to ensure the work place is free of potentially hazardous conditions.
- Provide information, training, procedures and protective equipment to enable employees to work productively in a safe environment.
- Ensure that all employees understand and follow established safe work practices and procedures.
- Use all reasonable efforts to ensure that contractors of the Company, as appropriate, abide by this policy.
- Improve occupational health and safety through continuous review and improvement of procedures through the establishment of a joint employer-employee occupational health and safety committee.

- Ensure that all incidents and accidents are thoroughly investigated to eliminate any future occurrences, and the results of the investigations are thoroughly communicated.
- Respect its employees' right to refuse to perform work that they consider unsafe.

By adopting these principles and actively implementing them at its sites, the Company aims to ensure safe operation of its activities by its workforce.

### **APPROVAL OF THE POLICY**

The Technical, Safety and Sustainability Committee will review the Company's compliance with this Policy at least annually, and more frequently as required.

### **Approved by the Board of Directors**

Adopted: March 27, 2024

Reviewed: April 21, 2026