 <b>VICTORIA</b> <b>GOLD CORP</b> TSX   VGCX	<b>Victoria Gold Policy</b>		
	<b>Corporate Occupational Health &amp; Safety Policy</b>		
<b>Department:</b>	Health and Safety	<b>Document Number:</b>	VGC-POL-HR-011
<b>Section:</b>	Company Wide	<b>Issued Date:</b>	November 8, 2023
<b>Replaces:</b>		<b>Revision:</b>	0
<b>Approved By:</b>	Corporate Office – President and Chief Executive Officer		

At Victoria Gold we strongly believe that our business success is dependent upon the creation and maintenance of a safe work environment in which our employees, contractors and visitors to our sites can work.

We are committed to creating such a safe work environment for everyone involved.


We embrace the concept of safe production as being vital to our success and have adopted the view that occupational injuries and illnesses are preventable, with the proper controls in place.

Victoria Gold also believes that no job is so important that the time cannot be taken to perform the work involved safely – there will be no shortcuts taken at Victoria Gold.

We will communicate to our employees the importance of them being empowered to come forward and to escalate any concerns they may have regarding their own health and safety as well as the health and safety of others.

**Commitments:**

- Continually work to identify and overcome risks to the lowest possible levels in order to achieve zero occupational injuries and illnesses.
- Protect the health, safety and wellbeing of our employees and contractors, and all visitors to our sites, at all stages of the mining cycle, from exploration to decommissioning.
- Fulfill all commitments and obligations made to the First Nation of Nacho Nyak Dun with respect to the safety and wellbeing of their citizens who are also working at our sites.
- Meet or exceed all statutory requirements with respect to the health and safety of anyone working at our sites.
- Review and adopt industry best practices dealing with health and safety matters.
- Ensure all persons working at our sites have sufficient training to safely complete the tasks assigned to them and ensure that there is a program in place to adequately track training and provide for periodic re-training when required.
- Develop and maintain a Health & Safety Management System which will meet and exceed the needs of the organization.

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- Review the Health & Safety Management system regularly to ensure that it is up-to-date and serves the needs of the Company.
- Ensure that all incidents and accidents are thoroughly and professional investigated and that any lessons learned from investigations are communicated to all operating personnel to increase the likelihood that such accidents or incidents will not be repeated.
- Work closely with all employees, contractors, and visitors to our sites to ensure that they understand the Company’s commitment to health & safety and understand what is required of them when at our sites.

The Company’s Executive Committee has direct responsibility for the development and implementation of this Policy, including the creation of initiatives and objectives that support the goals of this Policy.

The Company will review and evaluate this Policy on a regular basis to ensure that this Policy is up-to-date and reflects its ongoing commitments to the health, safety and wellbeing of all employees, contractors and visitors to our sites and office.

John McConnell  
President and Chief Executive Officer

## **REVISION HISTORY**

<b>Revision</b>	<b>Approval Date</b>	<b>Approval By</b>	<b>Comments</b>
0	November 8, 2023	President and Chief Executive Officer	New Corporate Policy - Issued for Use