



## Hecla Safety and Health Policy



At Hecla, nothing we do is worth harming the safety or health of anyone associated with our operations. We recognize that safety performance is determined by our decisions and actions at all levels of the organization, and that each of us must be competent in safety practices appropriate for our roles. We foster an environment where speaking up about safety concerns is not just encouraged, it is expected – so we can continuously improve our safety performance.

It is Hecla policy to:

- Integrate occupational health and safety considerations into the design & planning of all activities, to ensure that our methods, equipment, and processes incorporate appropriate safety technologies and enable safe operation;
- Ensure those involved in our activities have the knowledge, skill, and tools to do their job safely, and provide ongoing training to build risk awareness and competence;
- Systematically ensure safe work practices and appropriate risk controls are applied consistently and in compliance with applicable regulations;
- Maintain emergency response plans and capabilities, appropriate for each site, and ensure medical treatment is available to support employees following workplace stress, illness or injury;
- Set safety performance objectives that promote proactive identification and resolution of safety issues, improved management of safety and health risks, and increased safety competency overall; and
- Create a working environment that motivates safe behavior, through leadership and peer support.

The specific standards, procedures, and programs necessary to implement these principles are established in the Hecla Safety and Health Management System. The Hecla SHMS is subject to regular audits and review. All employees and contractors should be familiar with and follow Hecla SHMS requirements. Adherence to safety and health practices and standards is a condition of employment and contractor continuance.

A handwritten signature in black ink, appearing to read "Rob Krcmarov", is written over a solid black horizontal line.

Rob Krcmarov, President and Chief Executive Officer