



## Health & Safety Policy

### I. Purpose

First Majestic believes that all our employees and contractors have the right to be safe when at work and is committed to providing the means to achieve a safe and healthy workplace free of accidents and injuries for its employees.

### II. Policy

The Company will provide and maintain a safe and healthy work environment for all employees as indicated in the existing requirements by the Secretary of Labor and Social Welfare.

### III. Guidelines

#### The Company will strive to:

- Recognize, understand, eliminate or control any foreseeable hazards, which may result in fire, security, loss, property damage or personal harm through injury or illness.
- Provide ongoing training, equipment and systems to our employees and contractors to support their commitment, responsibility and competent compliance with this Policy.
- Establish and maintain effective risk management processes to identify, manage, minimize, and monitor health and safety hazards in the workplace.
- Develop effective procedures and training programs for emergency preparedness and response.
- Conduct periodic monitoring and audits to ensure compliance with this Policy and applicable health and safety regulations, standards and permits and licence conditions. The Company will continuously improve health and safety performance through setting and measuring key health and safety objectives and indicators to improve the performance achieved and applying leading practices in health and safety.

**Employees and contractor shall:**

Take responsibility for observing all safety rules and regulations and for working in a manner that will eliminate or controls the hazards for themselves, and for employees and visitors and controls losses or damages to Company property or equipment through their attention to safe working and behavioral conditions.