

## Health and Safety Policy

Marathon Gold Corporation (“Marathon” or the “Corporation”) is committed to the successful development and operation of the Valentine Gold Project (the “Project”). Our vision is an enterprise balancing commercial success with a safe working environment, effective environmental management, and the creation of lasting social benefit.

The health and safety of people is an utmost priority for Marathon. We are committed to providing a safe working environment for all employees, contractors and visitors. Marathon’s Health and Safety Policy has been developed with a view to identifying, assessing and managing risks to our people, and fostering a culture of safety in our workplaces.

### Scope of the Policy

Marathon’s objective is to identify, assess and manage risks to the health and safety of its people expressed in five primary commitments:

- Commitment to a workplace culture of zero harm;
- Commitment to the avoidance of injury and occupational illness;
- Commitment to the promotion of employee wellness and healthy lifestyles;
- Commitment to active safety leadership; and,
- Commitment to continuous improvement.

Marathon’s Health and Safety Policy is a living document, subject to review and modification as our business evolves and based on evolving best-practice standards for health and safety performance in the Canadian mining industry. Marathon’s Health and Safety Policy should be read in conjunction with individual operating standards for specific site-activities established for the Project.

### The “Courage to Care”

Marathon understands that health and safety in the workplace is a shared responsibility, and that all parties, whether employees, contractors or stakeholders, have roles in hazard identification, risk assessment, and risk management. Ultimately, the establishment of effective controls and practices for a zero-harm workplace is achieved through collaboration, transparency, and the “Courage to

Care” for others. Marathon acknowledges this shared responsibility through the following measures:

- Communication of our safety values, programs and policies to all employees, contractors, visitors and the public;
- Establishing clear accountability for health and safety management and performance;
- Open engagement with employees in the development and implementation of standards and encouraging an open dialog with internal and external stakeholders at all times;
- The willingness to adapt our health and safety procedures to the best practices learned from our peers and partners;
- Integration of health and safety considerations into operational decision-making, planning and activities;
- The establishment of relevant and measurable Key Performance Indicators (“KPIs”) of health and safety outcomes, with both leading and lagging indicators, to evaluate organizational performance;
- The measurement of health and safety indicators in an objective and transparent fashion, and the assessment of outcomes against comparable Canadian mining industry data;
- A focus on continuous improvement in the assessment of leading indicators and accident prevention initiatives, and incentivising near-miss reporting;
- The disclosure of the Company’s health and safety outcomes publicly, and in a timely manner;
- Promotion of healthy lifestyles through employee awareness and training, fitness for work standards, and occupational health programs;
- The equal application of safety standards to board directors, company executives, employees, contractors and visitors;
- Ensuring that supplies of personal protective equipment (PPE) appropriate to the task are readily available;
- Incorporation of health and safety outcomes into annual executive compensation reviews; and
- Compliance with all applicable laws, regulations, standards, and relevant industry best practices.

### **Communication and Compliance**

This Health and Safety Policy shall be clearly communicated to both internal and external stakeholders, including employees, 3rd party suppliers of goods and services, Indigenous groups, local communities, regulators and civil society groups, and published on Marathon's website.

Training and orientation on this Policy, as well as individual operating standards for specific site-activities, will be provided for all employees and on-site contractors. Completing such training and orientation will be a condition for on-site access. All employees and 3rd party suppliers of goods and services at the Project will be required to adhere to Marathon's Health and Safety Policy. Notices of expected compliance will be made at the time of employment and in tender documents for supply and service contracts. On-site contractors may be required to demonstrate their compliance with this policy through regular reporting and adherence to Marathon's Occupational Health and Safety Management System. Non-compliance with this policy, and any associated operating standards for specific site-activities, may result in employee termination, or the termination of supply and service contracts.

Marathon welcomes and encourages dialogue to enhance our understanding of health and safety concerns or risks throughout all phases of the Project.

### **Occupational Health and Safety Management System**

Marathon will develop an integrated and comprehensive Occupational Health and Safety Management System, with associated safe work policies, procedures and practices, which will be implemented prior to the start of construction. The management system will also include industry standard elements such as maintaining and supporting a site-based Occupational Health and Safety Committee; incident reporting and investigation, including determining the root cause and identifying and implementing corrective actions; conducting internal audits and regular workplace inspections; ensuring appropriate use of PPE; and requiring daily toolbox talks and mandatory pre-job safety checklists. The Occupational Health and Safety Management System will be regularly reviewed and revised as necessary to incorporate evolving standards and best practices.

### **Continuous Improvement**

Marathon is committed to continuous improvement of its health and safety performance, measures and practices, through employing the continuous improvement cycle (plan, do, check, act). To achieve this, Marathon will continually strive to improve health and safety performance based on defined targets, performance indicators and objectives for monitoring, measuring and reporting.

Marathon will monitor activities through each phase of the Project with timely and effective follow-up, and will report openly, honestly and in a timely manner on our progress to achieving responsible development.