

# 4.1

## Occupational Health & Safety

### Zero Harm to Our People

**Providing a healthy and safe work environment for our people is Orla's top priority and essential for our sustained success in the long term. Safety goes beyond just rules and procedures that we follow; it's a core value that guides our everyday actions and decisions.**

At Orla, our commitment to health and safety starts at the highest levels of leadership. Our goals are established by our top executives, and to ensure effective health and safety performance, all related initiatives, strategies, and resources undergo review and approval by the Environmental, Sustainability, Health and Safety (ESHS) Committee of the Board.

Our [Environmental, Sustainability, Health and Safety Policy](#) outlines our commitment to maintaining a safe work environment. This policy is incorporated

into employee orientation and contractor information packages and is posted on our website and at all sites alongside other safety regulations and signage. Through our systems, employee practices, and the consistent use of symbols (such as everyone wearing their complete personal protective equipment onsite), we provide a safe environment and experience for our employees, contractors, site visitors, and other stakeholders.

### Health and Safety

To uphold our commitments and ensure good performance, we have implemented a Health and Safety (H&S) Management System guided by leading international standards, such as ISO 45001 for occupational health and safety, Towards Sustainable Mining (TSM), and regulatory frameworks in the jurisdictions where we operate.

### Why it Matters

The health and safety of our people is fundamental in every aspect of our operations, influencing all areas and functions of our business. While mining inherently entails high-risk processes, including the use of explosives, operation of heavy machinery, work at elevated heights, and handling cyanide and other chemicals, we firmly believe that occupational injuries and illnesses can be prevented through sound, safe work practices, ongoing risk management, and fostering a safety-first mindset among our workforce.



#### 4.1 Occupational Health & Safety

Our health and safety approach includes the following components:

- Identifying, measuring, and mitigating or eliminating potential health and safety hazards and risks prior to any work taking place.
- Delivering safety training, instruction, and ongoing awareness-building so everyone in the workplace understands their responsibilities and can perform their duties safely and effectively every day.
- Providing appropriate safety equipment and signage.
- A hazard reporting process.
- Tracking and investigating incidents and near-misses.
- Taking corrective actions to remove hazards, decrease risk, and ensure key learnings are integrated across our operations so that the potential for future occurrence is minimized or eliminated.
- Measuring performance using workplace inspections and audits, as well as employee feedback.
- Maintaining a work environment free from discrimination and harassment.

#### Shared Responsibility

Health and safety is a shared responsibility, and we empower not only our people but also our contractors and business partners to cultivate, share, and take ownership of a safety-centric culture.

At the heart of this effort are our joint Occupational H&S and Emergency Management Committees, which are comprised of elected members representing various site departments, managers, both unionized and non-unionized employees, and contractor representatives. Led by our general managers, these committees foster employee engagement in health and safety discussions and planning, providing a platform for sharing ideas and feedback.

The ultimate goal is to enhance or resolve H&S issues within our workplace. While we recognize that it's impossible to eliminate all occupational risks, through proactive risk management and robust safety practices we continuously aim to minimize and control these risks so that we protect our people and our business.

### Orla's Health and Safety Approach

