

HEALTH, SAFETY, ENVIRONMENT, LABOR AND COMMUNITY POLICY

GENERAL

EMX Royalty Corporation (“**EMX**”) is committed to the implementation of a comprehensive Health, Safety, Environment, Labor and Community (“**HSELC**”) Policy and a pro-active stakeholder engagement strategy (the “**Policies**”). EMX reviews and updates the Policies on an on-going basis, and implements and monitors them wherever EMX is actively managing a project. To ensure the effectiveness of the Policies, EMX makes this commitment a point of emphasis to all staff, contractors and partners, with a copy of the Policies provided prior to employment and engagement, and communicates them on an ongoing basis.

The Policies are aimed at ensuring that EMX and its operating subsidiaries adhere to good international industry practices (“**Good Practices**”) in conducting its business, in a stage-appropriate manner, during all stages of exploration and, if applicable, development activities at its worldwide locations.

BACKGROUND

EMX is engaged in exploration discovery, royalty generation, royalty acquisition, and strategic investments. Key elements of the EMX approach are:

- Organic generation of royalties through low cost property acquisition and exploration to build value, and then development of partnerships with quality companies to advance the projects, with EMX retaining a royalty interest and receiving pre-production payments.
- Supplementation of EMX organic royalty growth by purchases of royalties from other parties, as well as strategic investments.
- Receiving cash flow from royalties, advance royalties, and other property payments as well as returns from strategic investments.
- Developing a royalty and property portfolio spanning five continents, and consisting of a balanced mix of precious metal, base metal, and other assets.

EMX acquires properties based on geologic potential and adds value to the property via exploration activities that may include soil sampling, geophysical surveys, trenching and, in some cases, drilling, to further define geologic potential. At an appropriate time, EMX then forms partnerships with other companies to further advance the projects, ultimately transferring ownership and management of the properties to the partner companies.

When actively working with partner companies and conducting joint programs, EMX communicates the Policies to the partner company and requires a commitment from that company to adhere to the Policies or similar policies covering Good Practices. EMX conducts due diligence on partners to determine their ability and willingness to conduct business in accordance with Good Practices. In cases where EMX is responsible for the advancement of properties, EMX complies with the Policies. In cases where EMX has no active management responsibilities on a project, EMX uses reasonable efforts to encourage the third party to adhere to the Policies and to Good Practices.

In conducting its business, EMX and its representatives adhere to the following principles:

- Build on Good Practices for exploration and development.
- Implement environmental and social requirements as required by the host country laws, rules and regulations.
- Implement labor, health and safety Good Practices.
- Comply with national laws and regulations in the conduct of EMX's business.
- Implement a stakeholder engagement strategy for appropriate communication, consultation and information disclosure, taking all stakeholders into consideration.
- Develop policies consistent with the Policies for specific projects, to avoid, minimize or mitigate the impact of exploration and, if applicable, development activities on the natural landscape and local communities, and to ensure a safe and healthy environment for the communities and natural resources, including wildlife, that may exist in areas where exploration and development may occur.

ENVIRONMENTAL POLICY

Introduction

EMX believes that proper stewardship of environmental and stakeholder interests requires pro-active health and safety procedures, transparent interaction with local communities and implementation of prudent expenditures and business performance standards.

A sound environmental policy constitutes the foundation for successful project advancement and development. EMX develops and implements appropriate operating procedures for all stages of project advancement. In doing so, EMX utilizes stage appropriate environmental management controls with policies and procedures in place to ensure minimization of environmental impacts, and that appropriate reclamation and rehabilitation guidelines are followed.

EMX's Environmental Policy

EMX aims to minimize the environmental impacts of its work and to ensure the safety and security of all stakeholders. To achieve this:

- We eliminate, mitigate or remediate the environmental impacts of our activities.
- We work with the appropriate authorities if archaeological artifacts and/or sites are discovered during the course of exploration activities.
- We aim to improve the efficiency with which we use raw materials, energy and natural resources.
- We aim to prevent and contain harmful emissions and spills to air, water and land.
- We aim to avoid net losses or degradation of natural habitats, biodiversity and landscape functions.
- We aim to reduce wastes and the toxicity of our wastes.
- We implement procedures to ensure the safe handling, storage and transport of any hazardous material.
- We do not knowingly conduct any exploration or operations which would result in net destruction or significant degradation of a critical natural habitat.

Environmental Protocols

Following acquisition of properties, EMX complies with the following procedures:

Acquisition Follow-Up and Exploration

- Prior to conduct of exploration on the property, undertake an environmental and social impact assessment (the "**Assessment**") that is stage-appropriate for the work planned, i.e., preliminary, detailed or advanced exploration.
- Identify in the Assessment possible issues relating to biodiversity, soil, ecology, vegetation, wildlife, air quality, water resource utilization and water quality; energy utilization and conservation; solid and liquid waste management; vehicle traffic, impacts of access roads and related infrastructure; handling, storage and use of hazardous materials (such as fuels and oils); reclamation of exploration areas and impacts on local communities.
- Formulate management plans or site-specific actions plans, in consultation with environmental consultants, mining authorities, local communities and other stakeholders. These actions places will also address impacts identified by the Assessment for the project to the extent necessary to account for the impact of the work planned, i.e., preliminary, detailed or advanced exploration.
- Collect social and environmental baseline information early in the exploration process to identify and mitigate social and environmental impacts during exploration, planning and feasibility work, and develop mitigation measures appropriate to the nature and scale of planned activities, with the goal of attaining a productive, self-sustaining and hazard-free post-exploration environment.
- Refrain from conducting prohibited forms of exploration or other operations within areas legally designated for the protection or conservation of biodiversity, including areas proposed by governments for such designation.
- Refrain from conducting exploration or other operations that would result in destruction or significant degradation of an officially designated critical natural habitat.
- Implement a "chance-finds" procedure in conjunction with appropriate authorities with respect to archaeological artifacts and sites discovered during the course of exploration activities.

Field Mobilization/De-Mobilization, Camp Establishment and Removal

- Consult with all relevant authorities to establish appropriate guidelines and authorizations for exploration activities.
- Show respect for cultural and ecologically sensitive sites and liaise with relevant authorities.
- Show awareness and understanding when operating in or close to protected areas.
- Have respect for communities and engage in consultation with impacted stakeholders beforehand.
- Use existing camp sites or cleared areas for establishment of camping, parking and processing of field samples.
- Use existing roads and access and consult with authorities or communities if it is essential to construct new access routes.
- Close-off access to any newly constructed roads and tracks upon closure of a project, unless the authorities or communities request such roads and tracks to remain open.
- Ensure that all fuels and lubricants are stored appropriately and that liners and berms are in place to contain spillages.

- Maintain spill kits on site (with appropriate training for all staff and representatives in their use) during times of active field programs involving fuels, oils, lubricants or other potentially hazardous materials.
- On completion of programs, remove all items, litter and other foreign objects and substances.
- Reclaim, including the smoothing and repair of disturbed areas, and replace topsoil and plant material.
- Remove and properly dispose of fuel and oil spills and replace with clean soil and vegetation.

Exploration, Prospecting and Geophysical Surveys

- Conduct all work in accordance with Good Practices while strictly adhering to local and regional regulations and permit stipulations.
- Minimize damage to and cutting and removal of trees and other biological features.
- Avoid damage to or removal of landmarks, cultural and archeological features, protected species, etc.
- Minimize the use and impact of vehicles.
- Place survey markers, flagging or signposts in sensible positions and ensure that these can be removed once work programs are complete.
- During soil and stream sediment sampling programs, minimize ground disturbance and replace top soil and plant material to the extent possible and adhering to local regulations.
- Ensure that removal of soil and rock material will not lead to adverse surface water impacts and erosion.
- Remove all litter, tape, and foreign material at the end of work programs (to the extent possible).
- Keep noise levels and light pollution to a minimum and employ appropriate mitigation tactics when possible.
- When using drones or other airborne equipment, strictly comply with local and national regulations, ensure appropriate permits are in place, and consult local stakeholders in advance of activities.
- When working in areas with domesticated animals, consult owners and appropriate stakeholders in advance to minimize disturbance and impacts on animals, agricultural and farming activities.

Drilling Programs

- Implement procedures as above.
- Recognize and minimize the additional threats and hazards posed to subsurface materials and groundwaters.
- Minimize, and to the extent possible, prevent adverse surface and groundwater impacts.

Bulk Sampling

- Ensure that proper environmental and operational permits are in place and conduct all work in accordance with those permits and regulations.
- Conduct work only under an approved plan of operations or other engineering study that includes appropriate environmental and remediation measures.
- Stockpile any significant topsoil and plant material.

- Minimize removal and damage to biological features.
- Conduct extraction in a systematic fashion and ensure rehabilitation is an integral part of the program.
- Ensure that sumps and fluid containment systems do not contaminate surface and groundwaters.
- Ensure stability of pit walls.
- Minimize the footprint of the operation to the extent possible and practical for the work.
- Backfill completed excavations, replace rock and other material, and cover with topsoil and plant material as appropriate.
- Sampling trenches may remain open for the duration of the exploration activities provided that safe entry and exit points are established and maintained, appropriate barriers or warnings are posted, and that any local, regional and national regulations are followed.

Pilot-Scale Mining

- As above, ensure that proper environmental and operational permits are in place and conduct all work in accordance with those permits and regulations.
- Work should be conducted only under an approved plan of operations or other engineering study that includes appropriate environmental and remediation measures.
- Ensure stability of pit walls, any underground workings and water storage facilities.
- Minimize dust emissions, noise, vibration and visual impacts.
- Prevent adverse surface and ground water impacts.
- Minimize damage to biodiversity and reduction in land use capability.
- Progressively rehabilitate areas disturbed by mining.

Mineral Processing Pilot Facilities

- Prevent adverse air quality impacts and minimize dust levels.
- Minimize use of water and energy.
- Minimize spillages, waste generation and responsibly dispose of unavoidable wastes.
- Prevent adverse groundwater and surface water impacts.

Solid Process Waste and Waste Rock

- Contain seepage of contaminants and pollutants.
- Prevent flooding and failure of tailings dams.
- Minimize release of dust.
- Minimize damage to biodiversity and avoid land alienation.

Decommissioning and Closure

- Conserve and restore biodiversity including by off-site mitigation to maintain no net loss of biodiversity.
- Prevent adverse surface and groundwater impacts.
- Ensure long-term stability and viability of rehabilitated surfaces.
- Manage socio-economic issues to minimize adverse socio-economic impacts.

Town, Road and Airfield Construction

- Consult with authorities and communities to ensure optimization of locality and infrastructure.
- Minimise dust emissions, nuisance and noise

COMMUNITY RELATIONS, COMMUNICATION AND NOTIFICATION POLICY

Introduction

EMX recognizes that early stakeholder engagement represents a critical step in building long term value in its projects and programs. These initial interactions should be positive and constructive, but should also serve to manage expectations of and clearly communicate to local stakeholders our work plans and our commitments to the Policies. Stakeholder engagement is an ongoing process, and frequent and timely communications are maintained throughout the timelines of EMX's projects by carrying out the following steps:

- Communicate and proactively engage early and often in a mutually-agreed and consensus-based manner with local communities and other stakeholders that may be affected by all work programs.
- Identify any vulnerable or marginalized groups (e.g., women, elders or disabled) within the affected communities and ensure that they are also reached by information disclosure and consultation activities.
- Work actively and transparently with governmental authorities and representatives, non-governmental organizations and the communities themselves.
- Maintain frequent and timely communications with stakeholders throughout the various stages of exploration and development work.
- When possible, explain the benefits of work programs to local communities, but also work to manage expectations and clearly explain the exploration process and stage gates for decision making.

EMX's Social Policy

EMX contributes to the social and economic development in the communities where we work. To achieve this:

- We identify the communities and stakeholders impacted by our operations and actively engage with them in a culturally appropriate and transparent manner as early as possible to establish relationships based on mutual benefit and active participation.
- We respect the culture, customs, interests and rights of communities, including indigenous peoples and vulnerable or disadvantaged groups.
- We work with governments, local authorities, community representatives, inter-governmental and non-governmental organizations to develop and support projects that benefit the communities associated with our operations.
- We work to minimize the adverse impacts of our operations and clearly communicate our intent to do so to local stakeholders.
- We contribute to local economic development through creation of employment opportunities, local procurement of services and capacity building.

Stakeholder and Community Notification Protocols

EMX uses the following notification and outreach protocols:

Stakeholder Consultation and Community Information Meetings

- Document in writing all meetings with the community and local stakeholders, including informal discussions and meetings.
- Provide appropriate and timely notifications of community meetings and discussions of work plans to stakeholders and members of the local communities concerned with or interested in our programs.
- Consult local officials on the best ways to make announcements regarding community meetings; each community is unique and may have message boards or communication methods that are not obvious to outsiders. However, notices should be provided in a public and reasonable fashion using printed, electronic and verbal media.
- Ensure that all communications are provided in a language understood by all stakeholders in attendance and in the official language of the local community. This may require the use of translators.
- As above, ensure that marginalized or disadvantaged stakeholders are also informed of meetings and communications.
- Include the following information in community notifications:
 - General location of planned work programs with reference to specific local landmarks
 - Estimated durations and key dates for work programs.
 - Explanations of and maps showing all proposed work programs.
 - Explanations of any planned development work or programs that will impact local infrastructure.
 - Contact information for key Company representatives and on-site managers.
 - Invite commentary and questions.
- Communicate exactly what work programs are planned, but emphasize the dynamic nature of our work and that plans can change through time depending upon results and other factors.
- Actively work with stakeholders to develop strategies that will identify and address key concerns and expectations.
- Give consideration to local context and cultural factors in order to facilitate understanding and informed discussion.
- As appropriate, seek the assistance of independent third parties, facilitators, non-governmental organizations and other credible organizations to assist in this process.

Non-Governmental Organizations

- Aim for constructive relations with relevant non-governmental organizations (to the extent this is reasonably possible).
- Recognize that input of these organizations can lead to better work practices and enhanced understanding of host communities.

Review and Feedback

- Conduct regular reviews of the effectiveness of communication, consultation and participation process in collaboration with affected stakeholders.
- Provide reasonable and timely responses to community members that have raised issues regarding our work.

LABOR, HEALTH AND SAFETY POLICY

Introduction

The health and safety of EMX's employees, contractors, affected communities and others who participate in and be affected by EMX's activities are critical to the long-term success of EMX. As such, EMX has adopted the following general principles:

- Aim for zero lost-time injuries and fatalities.
- Promote the fair treatment, non-discrimination and equal opportunity for all workers.
- Provide training, reviews, briefings and other procedures to achieve Good Practices in respect of labor, health and safety, including prompt and detailed accident and incident investigation and follow-up.
- Maintain an atmosphere that encourages constructive feedback and positive worker-management relationships.

EMX's Labor, Health and Safety Policy

EMX aims to operate a safe workplace that is injury and fatality free, and to enhance the well-being of employees, contractors and communities. To achieve this:

- We provide visible safety leadership, and appropriate leadership development and safety training.
- We foster and maintain a positive safety culture, behavior, and awareness.
- We identify and actively mitigate safety, occupational and community health and hygiene hazards.
- Safety is a top priority and consideration in all workplaces, work programs and when travelling on Company business.
- We actively engage with and monitor contractors, suppliers and business partners so that they understand and respect EMX's occupational and community health and safety standards.
- We encourage and support EMX's people and the communities where we conduct out work to participate in programs which enhance their health and well-being.
- We report, manage and learn from injuries, illnesses and "near miss" incidents.
- We prepare for and maintain programs to rapidly and efficiently respond to emergencies and crises.

HUMAN RESOURCES POLICY

EMX maintains a safe workplace based on mutual respect, fairness and integrity. To achieve this:

- We do not tolerate any form of workplace discrimination, bullying, harassment or physical abuse and we provide fair and non-discriminatory employee grievance and whistleblower systems.
- We value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias.
- We employ and promote employees on the basis of merit.
- We provide fair remuneration.
- We stipulate and enforce a drug- and alcohol-free workplace.
- We collect personal and private information about employees in a legal and ethical manner and take every precaution to protect the privacy of our employees and their personal information.
- We provide appropriate training and development opportunities.

Health and Safety Guidelines

Leadership and Accountability

- All directors, managers, employees, and contractors shall understand their accountability and demonstrate leadership and commitment to the HSELC Policy.
- The directors and management shall ensure compliance and regularly review HSELC performance and risks.
- Managers and team leaders are accountable for the HSELC performance of their business and the implementation and communication of all HSELC policies.
- Managers and team leaders are responsible for holding regular meetings to discuss safety policies and procedures and to monitor HSELC performance.
- Managers and team leaders will ensure that all contractors are informed of procedures and receive clear instructions in respect of HSELC policies and programs. Relevant terms requiring compliance with HSELC policies will be incorporated into contract documents.
- Employees and contractors understand that they have the right and responsibility to stop or refuse to work in unsafe conditions, and shall bring these conditions to the attention of management immediately.
- Employees and contractors will be encouraged to report unsafe conditions and violations of the HSELC Policy without fear of reprisal.

Legal Requirements, Documentation

- All management, staff and contractors shall ensure that they are familiar and in compliance with all regulation and guidelines (whether state, provincial, federal, local government or EMX's) before embarking on any work program.
- Directors and management are responsible for ensuring that systems are in place whereby HSELC procedures are documented, displayed, distributed and that HSELC records are established and maintained, and are accurate, legible, and identifiable.
- Information regarding worker's rights under national labor and employment law including wages, benefits, and terms of conditions will be provided to workers prior to employment and made available during the course of their employment.
- Respect worker's legal rights to form or join workers organization without interference and respect collective bargain agreements.

- Ensure that terms of conditions of employment are in compliance with national law and international labor standards.
- If retrenchment becomes necessary, EMX will develop a retrenchment plan, consult with relevant stakeholders including workers' representatives, implement a grievance mechanism, and control measures to ensure that the selection of staff is based on objective criteria.
- All employees and contractors are provided with a written document stating the terms and conditions of employment.
- Employees and contractors are provided with pay slips explaining how salaries and deductions are calculated.

Risk Management, HSELC Risk Register

- HSELC risks and hazards will be continually reviewed, assessed, identified, documented, and managed.
- Risk management identification procedures will be developed and implemented at each new or existing site or operation, recorded, and maintained in a HSELC Risk Register.
- New Risks and HSELC procedures will be implemented and communicated whenever identified, with training provided for the management of all risks.
- A grievance mechanism has been developed, implemented, and is made accessible to all employees and contractors. Grievances can be filed on an anonymous basis. All grievances will be replied to within 15 days. Grievances and answers are registered by EMX to document the process.

Awareness, Competence and Behavior

- EMX's management and personnel, including all project and site managers shall ensure that they, their staff, contractors and visitors are in good health and able to conduct work requirements in a competent manner.
- Introductions that address relevant HSELC objectives, hazards, risks, controls, and behavior will be conducted and documented for employees, contractors, and visitors at the commencement of their employment or site visits.
- Regular re-briefings and training programs shall be held to reinforce HSELC policy and risk management.
- Stage-appropriate cross-cultural training will be undertaken for employees and contractors who interact with peoples from different cultures.
- Measures will be implemented to ensure that all employment decisions (hiring, firing, promotion and training opportunities) are based on non-discriminatory criteria.

Communication, Consultation and Participation

- Effective communication and consultation regarding HSELC policies shall be maintained between the directors, management, employees, contractors and other stakeholders.
- Employee, contractor and stakeholder participation and feedback shall be encouraged, and tracking of follow-up actions shall be documented and reviewed.
- Open consultation and communication with government, authorities, and other organizations will be maintained in order to contribute to the development of public policy, relevant legislation, and educational initiatives.

- The HSELC Policy will be disseminated to all employees and contractors in their native languages and in an easily understandable version. In case employees are not literate, information will be provided through regular meetings.
- All new, reassigned, and/or temporary employees and contractors shall be trained on the principles of the HSELC Policy.

Personal and Property Safety and Security

- Employees and contractors shall be aware and mindful of potential personal and project safety and security risks that may be encountered in the local environments in which they may operate, and this will also extend to the use of company facilities and property.
- Awareness in respect of vehicle hijackings, kidnappings, theft of personal items, break-ins and other such risks is important and appropriate measures to minimize such risks should be implemented at all times.

Operations, Inspections and Maintenance

Road Travel and Transportation

- All personnel shall adhere to local road travel regulations and speed limits.
- All employees, including management and directors, should minimize (to the extent reasonable and practical) travelling by road at night and at all times should be particularly mindful of pedestrians and animals on roads and roadsides. Each site will have a driving policy based on the conditions at the site.
- Appropriate time limits and rest periods for drivers should be implemented according to local site conditions.
- All personnel vehicles shall contain an automotive type fire extinguisher approved by the HSELC Representative which must be checked regularly and refilled or replaced immediately after use.
- A portable fire extinguisher of an type and size approved by the HSELC Representative will be conspicuously mounted on every support truck and heavy equipment.
- Seat belts are to be worn at all times by personnel in vehicles travelling on or off road in Company's area of operations.
- Cell phones will not be used by drivers while vehicles are in motion, and distractions to drivers should be minimized.
- All personnel should be properly enclosed in vehicles with seat belts and no personnel shall be transported on the back of open vehicles.
- Effective means of communication shall be present in each vehicle, especially when remote areas are visited.
- Vehicles shall employ headlights at all times when in transit (day and night).
- Emergency supplies of water and other supplies shall be present in each vehicle.
- All staff members shall receive appropriate driver training instruction. Where practical, staff members should attend routine driver education courses and be certified for exceptional conditions, such as driving in winter conditions.

Work and Camp Sites

- All sites shall be kept clean and tidy, and equipment and walkways kept free of grease, oil and other hazards.
- All sites shall have appropriate fire extinguishers in obvious locations.
- Personnel on site must be familiar with the location and use of these extinguishers and other onsite safety equipment.

Plant and Equipment

- All plants and equipment will be operated, maintained, inspected, and tested within the framework of the HSELC policy and risk management procedures.
- All machinery, tools, and equipment used in performing work activities shall remain in good and safe operating condition and shall be operated in accordance with safe operating practices.
- All dangerous or moving parts (including but not limited to chains, belts, sprockets, shafts, couplings, and clutches) shall be adequately covered with safety guards to prevent accident or injury.
- All machinery or equipment to be repaired shall be isolated before repairs are affected. Each site will have a lock-out/tag-out procedure for machinery or equipment undergoing repair.
- All electrical generators, appliances, fittings, power leads, and major power tools used at sites will conform to approved specifications/standards, be tested routinely, and regularly inspected by a certified electrician.
- Wooden handles of hand tools, such as axes, sledge hammers, shovels, picks, rakes etc. will be properly secured and free of splinters.

Flammable Materials and Gas Cylinders

- Flammable materials such as diesel, petrol, oils, and gas cylinders will be isolated and stored in a cleared designated area.
- Toxic additives shall be avoided wherever possible.
- Oxygen, acetylene, and propane bottles used by staff will be properly secured in an upright position at all times.
- Fire extinguishers must be located within safe distances from the above designated areas.
- Fire extinguishers must be inspected on a monthly basis.

First Aid and Emergencies

- First aid kits appropriate for the number of personnel in the area will be provided to every support vehicle.
- All personnel must know the location and use of these kits and one person shall be delegated the task of regularly checking and restocking the first aid kits.
- Emergency communication equipment shall be available at every site or operation.
- Managers and/or team leaders shall conduct regular safety inspections of all machinery, tools, and equipment and immediately report any deficiencies to Management.
- Managers, supervisors, and all staff will have completed First Aid training.

Recruitment

- When recruiting new employees, the age of applicants shall be verified through checks of their identification documents. Minimum working age is 18.
- EMX will not retain the original identification documents of any of the employees.

Contractors and Partners

- The contracting of services, and the purchase, hire or lease of equipment and materials, as well as activities with partners, shall be carried out so as to minimize any adverse HSELC consequences.
- Systems will be put in place to ensure that the HSELC performance by contractors, suppliers and partners is compliant with the HSELC policies.
- Contractors and suppliers shall at all times provide information on the hazards associated with their equipment, products and services.
- All contractors and key suppliers will be subjected to regular monitoring to ensure compliance with the HSELC Policy.

Crisis/Emergency Management, Incident Reporting and Investigation

- Health, Safety, and Loss Prevention (“HSLP”) and Emergency Response Management System documents and incident reporting forms shall be provided to all company employees, staff and contractors, along with an onboarding introduction to the systems and their proper implementation. Regular follow up and refresher meetings should be held to ensure that everyone understands and knows their roles and responsibilities on a continuing basis.
- HSLP and Emergency Response Management System shall provide guidance and instruction for crisis and emergency situations.
- Personnel injury, lost time accidents and/or material damage or losses as well as “near misses” shall be reported, documented, investigated and analyzed in a timely manner and in accordance with HSLP and Emergency Response Management System.

Monitoring, Audit and Review

- HSELC performance and systems will be monitored, audited, and reviewed by management to identify trends, measure progress, assess compliance, communicate problems, and drive continuous improvement.

Occupational Health

- Employees will have access to adequate medical and first aid services as appropriate to the location and nature of operations.
- Contractors will ensure that their staff members are adequately protected in terms of health and medical requirements.
- EMX will promote an approach whereby it encourages employees and contractors to undergo assessment to ensure their fitness for work. Any information or medical records will be kept confidential.

General

- EMX promotes and encourages a safe and healthy lifestyle amongst staff, contractors, communities, and individuals which it employs, contracts or interacts.
- Community health issues associated with EMX's operations are to be identified and managed insofar as this is possible.

This Policy, as amended, was approved by the Board on January 27, 2021.