



HEALTH, SAFETY AND SECURITY POLICY

Purpose and Objectives

This Policy reflects Collective Mining Ltd. (“we”, or the “**Company**”) commitment to protect the health, safety and security (“HSS”) of our employees, contractors, consultants and visitors and our intention to deliver on measurable objectives and targets that will drive the continuous improvements necessary to pursue the goal of “Zero Incidents” in our workplace.

HSS Principles:

In addition to the provisions of the Code of Business Conduct and Ethics applicable to all directors, officers and employees of the Company (“**Personnel**”), all our Personnel, contractors and consultants (“**Contractors**”), as well as our visitors (“**Visitors**”) will be guided by the following principles:

- All incidents that cause harm to people, environment and property are avoidable.
- Everyone has the right to a safe and healthy workplace. HSS of all our Personnel, Contractors and Visitors will be a priority in all our plans and decisions.
- All our Personnel, Contractors and Visitors are expected to be leaders in HSS through identification of hazards and the elimination and control of risk.
- All threats or acts of physical violence or intimidation, including bullying and harassment, are prohibited.

Personnel, Contractors and Visitors’ Obligations:

- All our Personnel, Contractors and Visitors will comply with all laws relating to HSS. All our Personnel, Contractors and Visitors have a responsibility:
 - for their own safety and those surrounding them;
 - to support Health and Safety programs by actively participating in all activities associated to HSS, and ensuring they and those surrounding them follow all protective measures and undertake only safe and healthy attitude during all activities;
 - to report unsafe conditions and violations of this policy; and
- All our Personnel, Contractors and Visitors share a mutual obligation to:
 - ensure they have the knowledge and training to safely perform the activity at hand;
 - promote a workplace free from bullying and harassment;
 - strive for continual improvement and hold each other accountable through verification and reporting of performance; and





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- work together to achieve “Zero Incidents” in all the activities; acknowledging that nothing less is acceptable.
- All our Personnel, Contractors and Visitors must not perform activities under the influence of any substances that would impair their own HSS or, the HSS of others.
- All Personnel, Contractors and Visitors recognize that the Company’s success is tied to HSS of the communities in which we work. Personnel, Contractors and Visitors have the responsibility to prevent and/or mitigate the impacts of the Company’s operations in the HSS of the communities.

Company’s Commitment

- We will maintain a high degree of emergency preparedness.
- We will maintain a dialogue with the communities and other stakeholders within the area of influence in order to understand their concerns, minimize negative impacts and to enhance environmental quality.
- We are committed to providing leadership and resources for managing HSS.
- We promote wellbeing and healthy lifestyles through education on nutrition and exercise, raising awareness and ensuring a comprehensive and consistent fatigue risk management approach together with programs that promote overall better health of our Personnel and Contractors
- We will work alongside Personnel, Contractors, authorities, communities and strategic stakeholders to implement the necessary programs to protect our people and assets.

Policy Regulation and Surveillance

Specific policies and guidance related to HSS will from time to time be added to, and amended in the Company’s Employee Manual. All Personnel and Contractors are required to adhere to those additional policies in the Employee Manual. Visitors will be advised on our HSS Policies and how they can commit to them. The Company will communicate changes when any are made.

The Board of Directors (the “**Board**”) shall determine or designate appropriate persons to define actions to be taken in the event of violations of the HSS Policy upon recommendations made by management and the Corporate Governance, Nominating and Compensation Committee, as applicable. In determining what action is appropriate in a particular case, the Board or such designee shall take into account all relevant information, including the nature and severity of the violation, whether the violation was a single occurrence or involves repeated occurrences, whether the violation appears to have been intentional or inadvertent, whether the individual in question had been advised prior to the violation as to the proper course of action and whether or not the individual in question had committed other violations in the past. Such actions shall be reasonably designed to deter wrongdoing and to promote accountability for adherence to the HSS Policy and to the Code of Business Conduct and Ethics and shall include, as appropriate, written notices to the individual involved that the Board determined that there has been a violation, censure by the Board, demotion or re-assignment of the





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individual involved, suspension with or without pay or benefits (as determined by the Board and applicable according to law) or termination of the individual's employment, or contractor relationship with the Company.

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