



WORKPLACE HEALTH AND SAFETY POLICY

Kirkland Lake Gold is committed to providing a safe working environment for all of our employees, contractors, suppliers and stakeholders.

Kirkland Lake Gold strives to provide a zero-harm working environment through the development of our integrated health and safety management system based on continuous improvement. As part of our commitment, Kirkland Lake Gold will:

- **Never compromise** on any of our safety values.
- **Meet or Exceed** all applicable laws and regulations, and Kirkland Lake Gold company standards.
- **Work together** with our employees in the development and implementation of standards.
- **Integrate** health and safety into all aspects of our operational decisions and activities.
- **Establish** relevant and measurable indicators to determine organizational performance.
- **Promote** healthy lifestyles through appropriate awareness and training, fitness for work standards and occupational health programs and benefits.
- **Communicate** openly and honestly with respect to the Company's performance in a timely manner.
- **Maintain High Expectation** of our employees, contractors and suppliers to work in a safe manner.

To fulfil our commitment to health and safety, we will aim to continually improve our performance by regularly:

- reviewing objectives and targets;
- engaging with our employees and stakeholders to improve and implement our integrated health and safety management system;
- identifying and managing health and safety impacts, risks and opportunities;
- measuring and reporting performance transparently against objectives and targets; and
- communicating this policy to our employees, contractors, suppliers and visitors while also making it available to the public.

