



**Fortuna Silver Mines Inc.  
("Fortuna")**

## **HEALTH AND SAFETY POLICY**

### **Policy Statement**

Fortuna Silver Mines Inc. and its subsidiaries ("Fortuna") are committed to ensuring the highest possible standards of health and safety management and to provide safe and healthy working conditions in all areas of our operations. We believe that all work-related accidents, injuries and diseases are preventable. We do not tolerate unsafe acts or conditions. Occupational health and safety is one of Fortuna's core values and a pillar of our Sustainability Framework. This Policy aims to support the attainment of a safe, healthy working environment, as well as a zero harm workplace for our employees, contractors, and visitors, at of our all mining operations, exploration sites, and offices.

### **Our Approach**

To this end, we expect all directors, officers, employees, and suppliers to uphold Fortuna's commitment to:

- Explore, design, develop, operate, close and reclaim our projects and mines in compliance with all applicable laws, regulations, and standards;
- Provide all employees and contractors with the necessary equipment, knowledge, and skills to safely perform their duties and follow protective measures;
- Consistently identify and assess health, safety, and industrial hygiene risks, and reduce these risks through sound design, engineering controls, equipment and maintenance, process safety techniques, training and prevention activities;
- Identify and assess the workplace conditions that have the potential to impair the psychological health and well-being of workers, and implement appropriate mitigation measures;
- Implement adequate mitigation measures to control risks and limit the consequences of incidents, such as: inspection and internal and external audit programs, Personal Protective Equipment, active and passive equipment protection systems, emergency response programs and post-failure recovery mechanisms;
- Prioritize saving lives, providing humanitarian aid, and minimizing harm to people during the immediate response to a catastrophic facility failure, such as a tailings dam failure.
- Use awareness and training programs to ensure that all employees and contractors are skilled in hazard identification, risk assessment, and risk management, to protect themselves and others, and, are able to report, all unsafe conditions and incidents in a timely manner;
- Exhibit and promote visible leadership in health and safety, through consistently safe and responsible behaviour, to maximize each individual's involvement and sense of responsibility in promoting a safety-first workplace culture and a healthy working environment;
- Hold managers, officers, employees, and contractors accountable for their health and safety performance and behaviours;
- Empower all people working at our operations, exploration sites, and offices with the authority to stop work when a hazardous situation appears imminent, and refuse unsafe work;

- Ensure that incident reporting is completed in a diligent manner and, where necessary, that immediate steps are taken to mitigate the potential for a reoccurrence;
- Consult and include the participation of workers, and, where they exist, workers’ representatives, with respect to health and safety matters;
- Allocate sufficient human, technological, and financial resources to meet our workplace health and safety commitments and requirements, throughout the mining life cycle;
- Implement ISO 45001 health and safety management systems across our business, to ensure all health and safety risks and impacts related to our activities are properly assessed, monitored, and controlled, to meet performance expectations;
- Comply with applicable requirements and apply recognized industry best practices and best available technology when possible, to continuously improve our health and safety performance and operational controls, through key performance indicators, measurable objectives and targets, monitoring, document control systems, regular internal and external audits and inspections, incident investigations, innovation, and consultation.

### **Training and Communication**

We use awareness and training programs, including for all employees, officers and directors, to ensure that our internal and external stakeholders understand and actively support this Policy and its expectations. We include this Policy in our Environment, Social and Governance training sessions. We maintain a current copy of this Policy on the Fortuna website, making it available to all directors, officers, employees, suppliers and other stakeholders.

### **Monitoring and Reporting**

We continually review health and safety legislation, regulations and standards in the jurisdictions in which we operate to ensure Fortuna’s alignment. We develop and implement supporting policies, procedures, and internal reporting structures to embed this Policy throughout Fortuna. We report our performance publicly available through annual reporting initiatives.

We expect all directors, officers, employees, and suppliers to take steps to prevent any violation of this policy. This includes the timely identification and reporting of both incidents and potential issues before they escalate, and to seek additional guidance when necessary.

Any person who becomes aware of a violation of this Policy must promptly report the matter to their immediate supervisor/manager; if that is not possible, to the Senior Vice President, Sustainability; or, anonymously, through the Whistleblower website at <http://fortuna.ethicspoint.com>. Officers and directors must report violations to the Senior Vice President, Sustainability. If an employee or supplier reports the matter to their immediate supervisor/manager, that supervisor/manager must promptly communicate the information to the Senior Vice President, Sustainability, who will determine the most appropriate method to investigate and monitor progress, until the matter has been satisfactorily resolved. The Sustainability Committee appointed by the board of directors of Fortuna (the “**Board**”) assists in fulfilling its oversight responsibilities related to this Policy and to ensure its appropriate monitoring.

Any person who raises genuine concerns will not be subject to retaliation or disciplinary action. Fortuna strictly prohibits retaliation by anyone as a consequence of making a good faith report of a possible violation of the law or this Policy. Retaliation or reprisal will result in disciplinary action, including termination.

### **Questions**

Any questions regarding this Policy should be directed to the Senior Vice President, Sustainability of Fortuna.

### **Changes to this Policy**

Fortuna reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

This Health and Safety Policy was adopted by the Board on March 8, 2023.