

Health & Safety Policy

Aya Gold & Silver Inc., its subsidiaries and affiliates (collectively, the "**Company**" or "**Aya**") is responsible for providing a healthy and safe work environment for workers and visitors to prevent work-related injuries and illnesses. The present Health & Safety Policy (the "**Policy**") establishes Aya's engagement to the health and safety ("**H&S**") of its workers. Under Aya's supervision, this Policy is applicable to all of Aya's employees, contractors, and subcontractors, and across the life cycle of mining operations, including exploration, construction, operations, closure and rehabilitation.

All employees, officers, directors, contractors, subcontractors, vendors, and service providers of Aya are expected to adhere to this Policy and are responsible for taking the necessary measures to respect the commitments set out below.

Aya is committed to:

- Demonstrating leadership and commitment to the development, implementation, review and continuous improvement of a H&S management system aligned with ISO 45001 across all of our operations.
- Complying with all applicable laws, regulations, and relevant industry standards relating to occupational H&S.
- Complying with EBRD Performance Requirement 4 (PR4).
- Consulting and participating with workers, and workers' representatives, as applicable, on H&S-related topics and provide a forum for management and workers to discuss H&S collaboratively.
- Establishing processes to identify, assess, and control H&S hazards, risks and opportunities.
- Investigating incidents consistently, thoroughly and in a timely manner, with the aim of understanding contributing factors and root causes, and implementing adequate corrective actions.
- Setting measurable targets, prioritize and implement preventive measures and action plans that define clear responsibilities, allocate adequate resources and establish timelines to eliminate hazards and manage identified H&S risks.
- Implementing corrective actions in a timely manner to address non-conformities and prevent their recurrence.
- Developing and maintaining plans for emergency preparedness and response.
- Ensuring that employees and contractors receive proper H&S training, possess the necessary competencies and awareness, and are provided with adequate supervision to perform their work safely.
- Identifying and manage exposure to occupational health and hygiene hazards.
- Conducting internal audits and management reviews to ensure the effectiveness of the H&S management system.
- Establishing annual H&S performance targets and objectives and communicate our results both internally and publicly in alignment with international ESG reporting standards.

Grievance Mechanism

Aya provides a formal grievance mechanism to report on any issues covered by this Policy. Complaints may be filed confidentially, and no whistleblower will face retaliation.

If you have any questions or if you wish to report a violation or possible violations, please feel free to write an email or call the Chief Legal Officer of Aya. You may also use the confidential whistleblower mechanism detailed in the Company's Whistleblowing Policy. All reports will be treated in confidence except to the extent necessary to conduct investigations.

Approved by the Environment, Social and Governance Committee of the Board of Aya Gold & Silver Inc.