

# Health and Safety Policy

March 12, 2015

It is the goal of Encore Metals that there shall be no accident, injury or ill health to employees, contractors, or visitors to the premises by implementing Health & Safety practices that maintain a safe and healthy work environment.

Furthermore, there shall be no damage to our plants, equipment, materials or other property as a result of accidents or fires.

It is the responsibility of Senior Management to ensure that resources are provided to implement and maintain systems that support this Policy.

It is the responsibility of Operations Managers and/or Supervisors to ensure that safe and healthy work conditions are maintained in their areas of responsibility.

It is the responsibility of all Workers to work in accordance with all legislated standards and to cooperate with Senior Management by following all Encore Metals safe work practices and procedures.

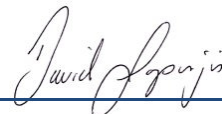
These goals shall be achieved by:

- Striving for environmental preservation
- Fully involving Managers, Employees and Contractors
- Making responsibilities clear to everyone
- Promoting safe behavior, health and well being
- Measuring performance and improvements
- Judging our actions and results by the best that the industry has to offer
- Ensuring that all operations are in compliance with all relevant legislation

Encore Metals is committed to Continuous Improvement in all aspects of its Health and Safety Program.

President, Reliance Metals Canada Ltd.

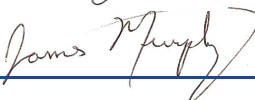
**David Sapunjis**



Date: March 12, 2015

Manager Health & Safety, Quality Assurance

**James Murphy**



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