

Health and Safety Policy

November 2, 2023

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

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 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 Employees and Contractors to work in accordance with all legislated standards and to co-operate with Management and Supervisors by following all Encore Metals safe work practices, procedures, and policies.

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

President, Reliance Metals Canada Ltd.

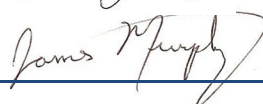
David Sapunjis



Date: November 2, 2023

Manager Health & Safety, Quality Assurance

James Murphy



Date: November 2, 2023