



**OSISKO DEVELOPMENT CORP.
HEALTH AND SAFETY POLICY**

OBJECTIVE AND SCOPE

At Osisko Development Corp., we are committed to providing a safe and healthy work environment for all our employees, contractors, visitors, and communities. Our health and safety policy (the “**Policy**”) is designed to ensure that our operations are conducted in a manner that protects people and the environment.

APPLICABILITY

This Policy applies to all employees as well as third party workers and business partners that participate in activities for the company either directly or indirectly. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operations, and closure.

OUR COMMITMENT

This Policy outlines our commitments to protecting the health and safety of all individuals involved in our operations:

- We will strive to identify and control all hazards and risks associated with our operations, and we will provide the necessary resources and training to support this commitment.
- We will comply with all applicable laws and regulations related to health and safety in the jurisdiction of our operations. We will also establish policies and procedures to ensure that all employees and contractors are aware and comply with these regulations.
- We will conduct regular risk assessments to identify potential hazards and risks associated with our operations. We will then establish appropriate controls and procedures to mitigate these risks and monitor their effectiveness.
- We will provide comprehensive training and education to all employees and contractors on health and safety issues related to our operations. This will include hazard recognition, risk assessment, emergency response, and the proper use of personal protective equipment.
- We will establish a clear process for reporting and investigating incidents, near-misses, and hazards. This process will include procedures for identifying the cause(s) of incidents and implementing corrective actions to prevent them from happening again.
- We will continuously review and evaluate our health and safety performance to identify areas for improvement. We will establish goals and targets to improve performance over time and measure our progress against these goals.
- We will establish emergency response plans and procedures to address potential incidents and minimize their impact. We will also conduct regular drills and exercises to ensure that all employees and contractors are prepared to respond to emergencies.

- We will encourage employee participation and consultation in health and safety matters. This will include regular meetings, feedback mechanisms, and employee involvement in hazard identification and risk assessment.

POLICY REVIEW

The Policy regarding Environment will be reviewed annually by the Environment and Sustainability Committee.

This Policy is the foundation of our health and safety program. We are committed to implementing this Policy at all our sites and for all aspects of our operations and to continuously improve our health and safety performance.

This Policy was adopted by the Board of Directors of the Corporation on May 26, 2023.



Sean Roosen
CEO Osisko Development Corp.

Issued: May 26, 2023

Version: 3.0

Review Date: November 6, 2024

Responsible Committee: Environment and Sustainability Committee

This Policy has been approved by the Board of Directors of Osisko Development.

Osisko Développement Corp. / Osisko Development Corp.

1100 Avenue des Canadiens-de-Montréal | Bureau 300

Montréal, QC H3B 2S2