



## **PURE NICKEL INC.**

### **HEALTH AND SAFETY POLICY**

Pure Nickel is committed to providing a safe and healthy working environment for all employees and consultants and to ensuring that its business partners operating at remote work sites also provide their employees and contractors with a safe and healthy working environment. This policy applies to Pure Nickel Inc. and its subsidiaries.

Pure Nickel's occupational health and safety objectives are for both its own worksites and worksites operated by business partners, as follows:

- Take all reasonable care to prevent work-related accidents and disease through the recognition, evaluation, control, and wherever practical, the removal of hazards
- Promote the awareness of occupational health and safety issues and safe work practices and procedures
- Ensure all work sites maintain effective health and safety systems
- Support employee involvement in all aspects of occupational health and safety
- Communicate our health and safety performance to our board of directors, shareholders, employees, and other interested parties, as appropriate
- Comply with all statutory and regulatory requirements

Occupational health and safety at Pure Nickel is a shared responsibility between employees and management and between Pure Nickel and its business partners that operate remote worksites.

Management and supervisors of Pure Nickel and its business partners will:

- Develop and maintain a comprehensive occupational health and safety program, to the extent appropriate given the nature and size of operations at each site
- Conduct regular health and safety audits and implement appropriate action steps, to the extent appropriate given the nature and size of operations at each site
- Facilitate active employee participation in health and safety initiatives and programs
- Provide the necessary education and training in safe work practices and procedures for supervisors, OH&S committee members, and all employees
- Communicate known or reasonably foreseeable health or safety hazards to which employees are likely to be exposed by their work
- Ensure there are emergency response plans in place that detail timely and appropriate actions to be taken in response to emergency situations
- Develop and maintain effective disability management programs that provide all employees affected by disabling occupational or non-occupational injuries or illnesses with an early return-to work evaluation process.

- Ensure that all employees under their direction receive proper training and instruction and that all work is performed safely
- Ensure that employees are made aware of all known or reasonably foreseeable health or safety hazards in the areas where they work
- Initiate actions and follow-up in order to maintain a healthy and safe working environment within their areas of responsibility.

Employees and contractors of Pure Nickel and its business partners will:

- Take responsibility for avoiding risk to themselves and others and following all known safe work rules, procedures and instructions
- Eliminate all accidents by working together to identify any potential hazards in the workplace and to take the appropriate corrective action
- If necessary, notify a member of their Joint Health and Safety Committee or a Management representative of any potential health and safety concerns or near misses.

Pure Nickel is committed to providing a safe working environment for its employees and consultants, and ensuring that its business partners follow the same policies.