

Eagle Mine

a subsidiary of **lundin mining**

CORE RULES

Health & Safety

Version 2.3

March 9, 2021



CORE HEALTH & SAFETY RULES

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The following Core Rules provide a basic set of requirements intended to help guide each of us safely through the day. Fundamental to these rules is the expectation that every person who works at, or who visits Eagle Mine has a personal responsibility to remain vigilant, be alert for potential hazards and changing conditions, and to take appropriate actions to keep safe.

At Eagle Mine there is no job so urgent, nor task so important that you cannot take the time to do it right and do it safely.

Obligation to refuse unsafe work

1. Every employee and contractor has the right and a personal obligation to refuse work that is unsafe. Workplace safety concerns must be promptly reported to supervision.

General

2. All personnel shall report to work well rested, fit for duty and prepared for work.
3. Horseplay and unprofessional conduct in the workplace is prohibited.
4. Firearms or other weapons, illegal drugs, drug paraphernalia, and alcoholic beverages are prohibited on Eagle Mine property and at company sponsored events. Alcoholic beverages may be allowed when approved and communicated by the Managing Director.
5. Personnel taking narcotic prescriptions or any other medications that may cause physical or mental impairment, or a safety risk, shall notify their supervisor who will confidentially consult with Human Resources and Health & Safety regarding required safeguards.
6. Personnel must obey the requirements of all posted Notice, Warning and Danger signs and barricades.

Training

7. Personnel must only perform work that they have been trained and are qualified to complete.
8. All personnel who access Eagle Mine property (i.e. Humboldt Mill site, Humboldt Administration Building, Eagle Mine site, Negaunee Exploration facilities) must receive Hazard Training (site induction) provided by site security or by a member of the Eagle Mine staff. Contractor Hazard Training is also required for all contractors performing work on Eagle Mine property. Hazard Training(s) must be refreshed every 12-months.
9. Personnel working at the Mine, Mill or at select Exploration sites and who are exposed to operating or mining hazards must be trained in accordance with the MSHA requirements listed in 30 CFR Part 48 (Surface and Underground Mines) and must possess one of the following Surface or Underground

training qualifications: New Miner, Experienced Miner, or Annual Refresher. Training under 30 CFR Part 46 (Sand and Gravel Operations) is not acceptable.

10. Employees, contractors, consultants, vendors and visitors onsite for meetings, tours or visits who have not yet completed all aspects of required MSHA 30 CFR Part 48 training must be escorted at all times.

Personal Protective Equipment (PPE) Surface

& Underground Operating Areas

11. Boots:

- ASTM approved steel or composite toe boots with a minimum 6" upper.
- *Underground:* ASTM approved steel or composite toe boots with a minimum 6" upper and metatarsal protection for personnel who are performing mining activities.

12. Hard hat:

- Only hard hats supplied by your employer are allowed and must be worn per manufacturer specification with brim to the front during normal use. Baseball caps underneath hardhats are prohibited.
- *Underground:* Hard hat with a cap lamp must be worn.

13. Safety glasses:

- Safety glasses with side shields, meeting the ANSI Z87 requirement
- Clear lenses are to be used when working inside of buildings and underground.

14. Required clothing:

- High visibility clothing (Class II) in the form of a shirt, shirt/pant, vest, coverall, smock, jacket or combination. Alternative high visibility clothing may be acceptable if furnished by Eagle Mine and approved by the Health and Safety Department.
- Shirts must have a minimum 4" sleeve.
- Shorts are prohibited in all working areas.
- Loose, oversized and baggy clothing which poses a hazard is prohibited.

15. Gloves:

- Work gloves must be worn when in operating areas and be appropriate for the task being performed.

16. Hearing protection:

- Hearing protection must be worn when required by task or when posted (greater than 85 dBA).
- Double hearing protection is required when noise exposures exceed 105 dBA.

17. Helmets:

- Helmets shall be worn while operating a motorcycle on site.

PPE - Inside Equipment and Vehicle Cabs

18. Unless required due to a specific hazard, use of hard hat, safety glasses and gloves are not required when operating equipment from inside of a fully enclosed equipment cab.
19. Safety glasses are required if windows or doors are open.

Other PPE

20. Other PPE is required when specified by SOP, specific job hazards or industrial hygiene sampling.
21. Arc Flash protective clothing and equipment is required when performing electrical switching.
22. A welding helmet or shield is required when performing arc welding and arc cutting.
23. Cutting face shield or cutting goggles are required when operating a cutting torch.
24. Appropriate fire rated clothing (such as smocks, jackets or leathers) is required when performing cutting, burning or welding.
25. A face shield designed for the task in addition to safety glasses is required when grinding, working with a pressure washer or steam cleaner, working with high pressure air and when performing activities subject to potential splash hazards.
26. Chemical goggles are required when working with acids, caustics and oxidizing chemicals.
27. Respirator issue and use requires a medical clearance, fit test and training. When worn user must be clean-shaven where the respirator seal touches the face.
 - Half mask or full-face respirators are required when specified by task, SOP or industrial hygiene sampling results.
 - Simple paper dust masks can be used for nuisance dust. Dust masks equipped with one-way valves are considered respirators.
 - Powered air purifying respirators when required by task or SOP for specific high hazard work.
 - Air supplied respirators when required by task or SOP for specific high hazard work.
28. Personal flotation devices, life rings and retrieval lines are required when working within 10 feet of an unprotected water hazard.

Emergency Notification & Incident Reporting

29. All injuries, no matter how minor (including pain, strain and potential injuries) must be immediately reported to supervision.
30. Any incident that results in damage must be immediately reported to supervision.
31. If an incident requires immediate emergency response, contact Security at the following numbers:
 - Mill: 906-339-7017 or by calling “Mayday, Mayday, Mayday” on the radio
 - Mine: 906-339-7018 or by calling “Mayday, Mayday, Mayday” on the radio or on the Mine phone.
32. All other incidents (e.g. near misses, hazards, environmental spills, or community interactions) must be reported to supervision as soon as possible but before the end of shift.

33. Any fire (even if smoldering), any discharge of a fire extinguisher or fire protection system, or any activation of a fire alarm must be immediately reported to supervision and security.

Use of Knives

- 34. Use of personal knives in the workplace is prohibited.
- 35. Only Eagle issued folding lock blade knives shall be used by personnel who received proper task training. Folding lock blade knives shall only be used when there is no other tool specifically designed for that task.
- 36. Cable skinning and lineman knives are acceptable for use only for their designed tasks. Wire stripping tools must be used whenever possible.
- 37. Utility, box and tape cutting knives are acceptable for use only if equipped with fully guarded blades or if equipped with automatically retractable safety blades.
- 38. Knives must never be used in place of a screwdriver, pry bar or any other tool.
- 39. Cut resistant gloves with a minimum A5 cut level rating shall be worn whenever using knives.

Entering and exiting buildings

40. Personnel must not enter/exit buildings through overhead doors unless secured or entry/exit is required as part a specific task such as loading or unloading.

Jewelry

The following jewelry requirements apply to personnel working in operating areas at the Mine, Mill and Exploration sites. These requirements do not apply to office staff working inside the Humboldt Administration Building, MSB Office, Negaunee Office, and Mine Development Office or at the Information Center in Marquette.

- 41. Finger rings with the exception of silicone are prohibited. If the ring is unable to be removed it must be taped.
- 42. Loose and dangling jewelry is prohibited. Simple stud earrings are acceptable.
- 43. Medical alert necklaces are acceptable when worn inside of clothing.
- 44. Conductive watch bands are prohibited.
- 45. Watches, bracelets, fitness bands, etc. must have break-away bands.

Smoking and open flames

- 46. Smoking is prohibited inside all buildings and equipment cabs.
- 47. Smoking areas must be utilized when provided.

48. Cigarette butts must be properly disposed of in an appropriate receptacle and must not be thrown onto the ground or into any process or feedstock.
49. Smoking is prohibited within 25 feet of any building entrance or building HVAC intake.
50. Smoking and open flames are prohibited within 50 feet of explosives storage and handling areas.
51. Smoking and open flames are prohibited within 25 feet of flammable or combustible storage and handling areas.

Housekeeping

52. All employees and contractors are responsible for keeping their work areas clean, organized and free from hazards.
53. All trash must be placed in the appropriate collection containers; food wastes must be disposed in covered bins.
54. Flammable waste must only be disposed of in flammable waste cans.
55. Flammable materials must only be stored in fire safe flammable cabinets or in designated fire safe storage areas.
56. Combustible materials such as cardboard and rags must not be stored in flammable cabinets, unless materials are in original unopened packaging.
57. Environmentally hazardous wastes must be collected in designated containers and in accordance with Eagle Mine environmental procedures.
58. All containers must be clearly labeled as to the contents.

Hazard Recognition

59. All personnel performing work within any operational or active construction areas are responsible for conducting a workplace inspection and 'pre-task hazard assessment' (PTHA) before beginning their daily activities. PTHA's should also be conducted under the following circumstances:
 - When the primary task(s) change
 - When unplanned work is undertaken
 - When significant or unknown hazards are identified during the course of a task
 - When working conditions change
 - When member(s) of the work team change
 - Whenever personnel feel the need to stop and reassess the work
60. All Eagle Mine's Significant Risks Critical Controls must be applied in order to prevent incident and injury.
61. Personnel must initiate appropriate corrective actions when hazards are found, notify workers in affected areas if hazards are found and not corrected before workers are potentially exposed.

62. Hazardous materials are not allowed onsite without first obtaining an SDS and receiving approval from the Health & Safety and Environmental Departments.
63. Personnel must know the route to the nearest emergency exit and the location of the Emergency Muster Point for their work area.

Vehicle & Equipment Safety

64. Personal vehicles must be parked in designated parking lots.
65. Mobile equipment and light vehicles must be kept clean and free of loose objects that could interfere with operation or become a hazard in a crash.
66. All company vehicles, contractor vehicles used onsite, and mobile equipment must be inspected for safety defects prior to use.
 - Pre-operation inspections must be documented by each operator.
 - Identified defects that impact safety or compliance must be repaired prior to the equipment being used in normal operations.
67. Back-in/pull-out parking is required for all company vehicles parked onsite, including in employee parking lots. Personal vehicles must follow this requirement along the outer perimeter of the parking lots.
68. Headlights must be illuminated at all times for vehicles operated on the Mine and Mill sites.
69. High visibility strobe lights are required for all company and contractor vehicles operating onsite at the Mine and Mill.
70. Personnel must never step on, climb on, or walk on top of operating machinery or equipment unless ladders, foot rungs, walkways or cross-overs and grab irons or handrails have been provided.
71. Never operate equipment with guards removed unless following a formal SOP as part of an operating or maintenance procedure. Other safeguards must be in place to protect personnel from the hazard in those cases.
72. ATV's or snowmobiles are prohibited unless licensed for street use, or specifically authorized by the Managing Director and the Health & Safety Department.
73. Whenever vehicles are parked on the Mine and Mill sites, the parking brake must be set and chocks applied. This requirement does not apply to personal vehicles parked in designated employee parking lots.
74. Whenever mobile equipment is parked, implements must be fully lowered, the parking brake must be set, and chocks must be applied to one set of wheels. Chocks are not required for tracked equipment unless parked on a grade.
75. All personnel who operate licensed vehicles at Eagle Mine must have a valid government issued driver's license or be task trained (5000-23) to drive that class of equipment. Additional task training is required in order to operate any ancillary functions of the equipment (e.g. boom truck, plow, etc.).
76. Mobile equipment operators must have documented task training (i.e. MSHA 5000 23) and have demonstrated competency before being assigned to operate a specific piece of equipment.

77. Drivers must obey posted speed limits, drive defensively and according to conditions.
78. Pool vehicles must be returned clean and with at least ½ of a tank of fuel after each use.
79. Unless otherwise posted, the onsite speed limit at the Mine and Mill sites is 15 MPH.
80. Horn signals must be used when vehicles are operated onsite, excluding employee parking areas.
 - When starting heavy mobile equipment (greater than 10,000GVW), one short horn blast must be used 10 seconds in advance of start-up.
 - For all vehicles, two short horn blasts before entering or exiting a building
 - For all vehicles, two short horn blasts must be used to indicate forward movement.
 - For all vehicles, three short horn blasts must be used to indicate reverse movement.
 - Horn signals are not required when pulling forward from a stop sign.
81. During cold weather, company vehicles and mobile equipment may be left running if parked in a stable position, the transmission is set to park or neutral, the parking brake is set, chocks are applied and implements are fully lowered.

Cell-Phones / Photography

82. Non-work related use of cell phones is prohibited within operating areas during working hours.
83. When company cell phones are used for business purposes within plant operating areas, personnel must use extra caution to ensure that they are not a hazard to themselves and others.
84. Onsite photography of Eagle Mine property, equipment and processes is prohibited unless authorized by the Managing Director or designee.
85. Onsite photography is authorized for the purpose of incident investigations, conducting safety, environmental or compliance inspections, developing training materials or when otherwise approved for a specific business purpose.

Barricading

86. Yellow barricaded areas may be entered after assessing for hazards and ensuring that appropriate controls are in place.
87. Red barricaded areas may only be entered after obtaining permission from the person in control of the area as listed on the barricade tag.
88. All barricades and barricade tape must be tagged to identify the hazard being controlled, the date the barricade was installed and the name of the person who installed the barricade or who is in control of the area.
89. When work is completed and the hazards have been removed, all barricades must be removed.