

Environment Protection Policy

We are committed to meeting or surpassing regulatory requirements in all our exploration, development, mining, and closure activities while doing zero harm to the receiving environment beyond our operational boundaries.

POLICY STATEMENTS

1. When we design, build, or modify infrastructure, and when we purchase supplies or equipment, we will use a structured approach to identify the sources of potentially harmful pollutants. Once identified, we will use the “as low as reasonably achievable” (ALARA) risk mitigation principle:
 - a. Seek first to eliminate the source of the harmful pollutant;
 - b. Place a barrier between the harmful pollutant source and the receiving environment. This approach is often coupled with processes that reduce the pollutant concentration to a level that will not affect ecosystem functioning; and
 - c. If the above are not practical, then implement an administrative control to prevent contact with the harmful pollutant.
2. Team leaders and team members will be trained to recognize the harmful pollutants and how to use the associated controls, whether they are barriers or administrative controls.
3. The joy of work is to be able to contribute to a core principle by making decisions as to how ‘your’ tasks are performed in the quest to achieve an outcome on schedule and budget. A work experience that encourages team members to willingly give the best that they have while promoting good environment protection judgements will not unnecessarily limit decision making discretion. To that effect:
 - a. The reason for an environment protection rule must be clarified such that it is easily appreciated as the appropriate means to protect against a particular pollutant;
 - b. Rules must be no more than a sentence long so that they can be easily memorized;
 - c. The reasons for each step in a procedure that is inserted for environment protection reasons must be as easily appreciated as the rules; and
 - d. To control the erosion of decision making discretion, all environmental protection rules and procedures will be approved by the General Manager before they are implemented.
4. It matters to us that at the end of each and every shift, there has been no operational-related change in the functioning of the receiving environment. To that effect:
 - a. Leaders, throughout the hierarchy, are accountable to take appropriate action to guide their team members to make positive environment protection judgements. There will be consequences for leaders that don’t do this well.
 - b. Choosing to work in a manner that protects the receiving environment is a condition of employment.
5. We will recognize positive environment protection performance with symbols of appreciation.
6. We will publicly report our environmental performance.



Fred Stanford
President and Chief Executive Officer