



HEALTH AND SAFETY POLICY

Headwater Exploration Inc. (“Headwater”) is committed to providing healthy, safe and productive workplaces for all persons engaged in activities for the company and to protecting the health and safety of all individuals affected by our operations. It is our number one priority.

The management at Headwater is committed to, and requires that, our employees, and any other personnel engaged in activities for Headwater, be committed to the philosophies outlined in this policy.

Our corporate health and safety policy is founded on the following principles:

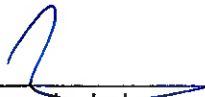
- Every employee must build safety into his/her work habits so that safety skills and job skills are one.
- All activities undertaken by Headwater will be executed in compliance with applicable domestic and international laws and regulations.

In recognition of the above commitments and principles, the following are Headwater’s intentions:

- We will provide tools, personal protective equipment, aid and training to enable our employees to work skillfully and safely in environments over which we may not have complete control.
- We will promote the Safety Program, highlighting accident prevention and emergency response, and make employees aware of safe work practices.
- We will plan safety using Risk Assessment tools to identify hazards and mitigation measures, in advance of carrying out work.
- We will audit safety practices to verify conformance with approved policies, procedures and applicable jurisdictional regulations.
- We will take into account safety attitudes and past safety performance as part of our Contractor selection process.
- We will communicate our health and safety performance to our Board of Directors, shareholders, employees and other interested parties.
- We will run an effective and meaningful Safety Program that measures performance and strives to continually improve.
- We will operate in a manner consistent with industry codes, practices and regulations.

Headwater’s success depends on a positive attitude toward health and safety by all employees through positive actions at all levels within the company. We are committed to safety excellence and continuous improvement and, with the commitment and co-operation of all employees and contractors working for us, we will join together and put into practice these principles in all work activities.

* The safety information in this policy does not take precedence over the provincial Occupational Health and Safety Acts. All employees should be familiar with the applicable Occupational Health and Safety Act.



Jason Jaskela
CEO & President

August 2024