



Contractor Health and Safety Manual

“We Pursue a Higher Standard”

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1.0 Introduction

This Contractor Health and Safety Manual (this “Manual”) provides health and safety information and sets out the obligations required of contractors, consultants and other vendors (referred to herein as “contractors”) of Coeur Mining, Inc. and its direct and indirect subsidiaries (referred to herein collectively as “Coeur” or the “Company”) who conduct work on the Company’s sites.

The information provided in this Manual covers many facets of the Coeur health and safety program. Coeur expects and requires all contractors to adhere to these guidelines, standards and requirements to promote safe work practices at Coeur’s sites.

This Manual is not to be construed as superseding federal, regional or local laws or regulations, and contractors should comply with such laws or regulations in the event of a conflict with this Manual. This Manual is also not a definitive or comprehensive listing or description of all applicable rules, regulations or Company requirements. Coeur uses the Mine Safety and Health Administration (“MSHA”) regulations as the basic requirements for contractors working on Coeur’s sites, including mines, projects and exploration sites. In addition to other applicable laws, regulations and rules, contractors are directed to the following laws and regulations:

-Refer to the Federal Mine Safety and Health Act of 1977 (Public Law 91-173 as amended by Public Law 95-164) which includes federal mine safety laws and serves as the legislative foundation for the Mine Safety and Health Administration (the “Agency”).

-Refer to the Mine Improvement and New Miner Emergency Response Act of 2006 (Miner Act) (Public Law 109-236 / S 2803) for subsequent additional legislation.

-Refer to the Code of Federal Regulations - CFR 30 “Mineral Resources” for all applicable federal rules, standards and regulations. (Make sure that you consult the most recent revisions.) Where a mine is regulated by MSHA, the following rules and guidelines apply:

- MSHA publication – “A Guide to Miner’s Rights and Responsibilities under the Federal Mine Safety and Health Act of 1977” (MSHA 3116) –which must be covered with all contractors and their employees or subcontractors as part of required training.
- Although part of the 30 CFR code book, there are rules and standards which receive special attention and enforcement MSHA. These are called MSHA’s “Rules to Live By”. Training on these “Rules to Live By”, coupled with clear enforcement and accountability, should be considered mandatory.
- Contractors will be required to supply their MSHA Contractor Identification Number.
- Contractors will be required to compile and submit mandatory reporting documents.
- Contractors will be expected to fully comply with MSHA and/or Coeur standards, rules, policies, procedures and codes while on a Coeur site, including specific training requirements.
- A Contractor will be subject to inspection, cited for conditions in violation of standards, required to correct sub-standard conditions or acts or conduct in violation of applicable law or the Company’s standards, rules, policies, procedures or codes, and pay citation penalties assessed against the Company in respect to the conduct of the contractor.
- Supervisory and management personnel of a contractor can be individually subject to both civil and criminal liability for violations of MSHA or for allowing violations to exist.

1.1 Training Requirements

Required Training includes:

- Newly Employed Inexperienced Miner
- Newly Employed Experienced Miner
- Hazard Training
- Site-Specific Training
- Task Training
- Annual Refresher Training
- Supervisor and employee first-aid training

All training shall be documented on appropriate forms and provide to Company upon request

1.2 Reporting of Accidents

All accidents occurring at a Coeur site shall be reported to Coeur in a timely manner. Accidents requiring Immediate Notification (within 15 minutes) to Coeur (and to MSHA for all U.S. mine sites) include:

- The death of an individual
- An injury which has a reasonable potential to cause death
- An entrapment of an individual for more than 30 minutes
- An unplanned inundation of a mine by a liquid or gas
- An unplanned ignition or explosion of gas or dust
- An unplanned mine fire not extinguished within 30 minutes
- An unplanned ignition or explosion of a blasting agent or an explosive
- An unplanned roof fall at or above the anchorage zone in active workings where roof bolts are in use; or an unplanned roof or rib fall in active workings that impairs ventilation or impedes passage
- A coal or rock outburst that causes withdrawal of miners or which disrupts regular mining activity for more than an hour
- An unstable condition at an impoundment, refuse pile, or culm bank which requires emergency action to prevent failure, or which causes individuals to evacuate an area; or failure of an impoundment, refuse pile or culm bank
- Damage to hoisting equipment in a shaft or slope which endangers an individual or which interferes with use of the equipment for more than 30 minutes
- An event at a mine which causes death or bodily injury to an individual not at the mine at the time the event occurs

On U.S. mine sites, state agencies generally adhere to the same procedure for immediate notifications. Check with the Site Safety Manager or specific requirements. In all countries the Contractor or Coeur as required by applicable law and regulations will be responsible for notifying the appropriate agency.

1.3 Reportable Injuries

At mine sites, world-wide, injuries meeting the MSHA criteria as being ‘reportable’ must also be immediately reported to Coeur. In addition, at U.S. sites, these injuries must be reported to the Agency within 10 working days. Site safety personnel can help ensure this reporting is done correctly. In general, ‘reportable injuries’ includes:

- Any injury that may cause the injured person to miss work
- An injury resulting in a fracture
- An injury resulting in sutures
- An injury resulting in restricted work duties
- A burn injury resulting in 2nd or 3rd degree burns
- Others as outlined by MSHA (see note below)

The MSHA “Yellow Jacket report on 30 CFR Part 50” details Injury Criteria and Classifications and the differences between Medical Treatment and First Aid. Refer to the link below:

<http://www.msha.gov/stats/part50/rptonpart50.pdf>

Follow reporting regulations in applicable jurisdictions when working in locations outside the U.S.A.

2.0 Purpose and Context

2.1 Vision

An injury-free and productive workplace where health and safety measures have been implemented and maintained to help achieve our primary goal of zero injuries.

2.2 Mission Statement

To produce and protect value for stakeholders through operating consistently, delivering high-return growth and increasing reserves and resources per share; we rely on the fundamentals of leadership, safety and social responsibility to achieve our organization’s potential.

2.3 Goals

- Protect the health and safety of all employees – Company and contractor – working on the mine site.
- Protect the environment.
- Promote stewardship of property, materials, and equipment.
- Promote prevention of occupational illness and proactively encourage wellness and health.
- Maintain compliance with all applicable laws and regulations.
- Emphasize the value of:
 - Proactive management of risk
 - Safety pre-project and pre-task planning
 - health and safety orientation and training
 - Incident investigation and analysis

2.4 Key Expectations

- Contractors will be expected to provide all adequate resources as well as the health and safety leadership necessary to achieve full compliance to contractor controls and to achieve safe production goals.

- Non-compliance with the safety requirements identified herein, or other Coeur site-specific measures, may result in work stoppage or removal of the contractor or contractor Employees from a work site. Any willful or repeated non-compliance will result in contractor dismissal.
- The ultimate responsibility for providing a safe place to work rests with each contractor and individual Contract Employees.
- Regulatory compliance is the responsibility of each Contractor.
- There is a requirement to report 100% of all work-related injuries, occupational illnesses, near-misses, property damage, fires, etc. to Coeur
- Coeur reserves the right to conduct for-cause or reasonable suspicion drug and/or alcohol testing of any persons on company property. On sites that have a random drug testing procedure, contractors may be selected to participate in this program. Any person refusing to submit to testing, or comply with the request to be tested shall be denied access to the property.

3.0 Leadership Commitment

3.1 Health and Safety Policy

Every contractor must have a clearly stated health and safety policy. This policy should have the written and documented support of the contractor's senior leadership team.

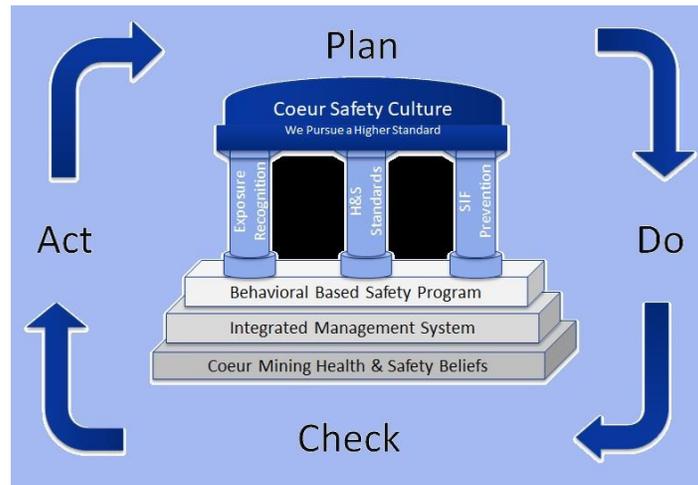
3.2 Leadership Commitment

Contractors senior management and senior leaders visibly demonstrate their commitment to the contractor's health and safety policy by:

- Establishing clear health and safety roles, responsibilities and accountabilities for individuals and teams at all levels of the organization.
- Leading by example, providing the role models that communicate the importance of health and safety throughout the organization.
- Fostering a workplace environment where workers are encouraged to speak freely, offering suggestions and new ideas.
- Taking action in creating and promoting a safe workplace.
- Being active and visible in the field, interacting positively with all personnel to coach them and encourage good safety behaviors, while providing personal feedback to any concerns.
- Acknowledging, "I am a leader who can impact the safety, health and well-being of employees and their families."
- Implementing those initiatives and activities which support the zero-harm safety vision.
- Issuing and promoting communications related to health and safety to all workers.
- Conducting health and safety tours of their areas of responsibility.
- Implementing and supporting award and recognition programs for exemplary individual, project and site safety performance.
- Discussing health and safety topics at all meetings.
- Demonstrating personal compliance with all health and safety standards.
- Participating in Management in the Field type activities

4.0 Coeur Mining Health and Safety Model

Coeur’s mission statement is “We pursue a higher standard”. The following framework has been created to help guide our employees and contractors to achieve a higher standard in health and safety:



Our health and safety cultural model is based on the Plan-Do -Check-Act continuous improvement process. As a contractor, you will be held accountable for sharing our vision and safety culture with your employees.

Our foundation is made of our health and safety Beliefs. Coeur believes that we will reach our health and safety goals by focusing on the following:



Belief 1 – Management Commitment / Front Line Supervisor Leadership. Managers and Supervisors are **accountable** for the health and safety of employees, contractors and the public. They are expected to make their **commitment** towards safety **visible** and to help influence and reinforce safe behavior.

Belief 2- Employee Involvement. Every member of a contractor’s organization should actively participate in the safety process. Employees are **accountable and responsible** to learn and follow Coeur’s Health and safety standards, policies, procedures and programs. All employees are **accountable** for working safely and engaging in safe production.

Belief 3 - Consists of Risk Analysis and Pre-Work Planning. Before work starts, **review** task for related exposures and hazards, identify **control** measures to reduce exposures and **update** if changes occur. High Risk tasks require formal risk assessments; all other tasks require a Field Level Risk Assessment / Job Safety Analysis (FLRA/JSA). Doing the job or task safely must be YOUR priority. Employees have the authority to **STOP** work when they feel the job/task is unsafe. Risks should be controlled using the hierarchy of controls.

Belief 4 - Contractor Selection and Management. As a Contractor, your accountability is imperative. Coeur has a formal process for contractor selection and pre-and post-award contractor alignment. A contractor will be evaluated before, during and after contract execution to assure that only those contractors with a good safety record can perform work on behalf of Coeur.

Belief 5 - Orientation, Training and Mentoring. Contractors are **responsible** for ensuring that their employees receive initial orientation and continuing safety training and education. Site and risk specific training is conducted and documented for all employees. When needed, refresh training to ensure delivery impact and effectiveness.

Belief 6 - Accident and Incident Investigation. All incidents are reported and investigated to avoid similar occurrences in the future. A systematic approach must be deployed to complete a thorough investigation of every incident. Management and involved employees must actively participate in investigations. Supervisors must implement a follow up system to ensure all recommendations are implemented.

Belief 7 - Field assessments and audits. As a contractor, you will be required to conduct frequent health and safety inspections to your work areas and to implement corrective actions for any deficiency found during the assessments.

Belief 8 - Communications and Resources. Contractors are responsible for ensuring that open safety and health communications channels exist between their employees and all levels of site management. Safety awareness programs and campaigns must be developed and implemented, and appropriate technology deployed and incorporated into operations to facilitate the health and safety process.

Another important foundation of our program is our Integrated Management System (“IMS”). This system provides our framework to operate in a systematic way and to establish Health, Safety, Environmental and Social Responsibility Programs.

Finally, the last layer for our foundation is our behavioral based safety program, in which we focus on eliminating risky behaviors and reinforcing safe attitudes and practices.

The three main pillars that support our culture are: hazard recognition program; corporate health and safety policies and standards; and significant injury and fatality prevention program. Contractors might be requested to participate in one or more of these programs.

5.0 Contractor Controls, Responsibilities and Requirements

5.1 Definitions

“Company” or “Coeur” - Coeur Mining, Inc. or the applicable direct or indirect subsidiary of Coeur Mining, Inc. that owns and operates the applicable site.

“Competent Person” - A person designated by the contractor who, through education, training and experience can identify existing and predictable hazards in surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees of a contractor or the Company, and who has authority to take prompt, corrective measures to eliminate them.

“Imminent Danger” - A condition or action that presents an immediate life-threatening or severe injury situation.

5.2 Contractors Health and Safety Responsibilities

Contractors are responsible for establishing, implementing and maintaining their health and safety programs to meet the goals and objectives as stated by their own company and by Coeur. Further, contractors must also monitor their subcontractors and suppliers who conduct work on Coeur's sites to ensure compliance with the expectations, policies and rules of the contractor and of Coeur as well as applicable laws.

5.3 Contractor Safety Plan Requirements

Prior to beginning work at one of Coeur's sites, the contractor must prepare and submit for Coeur's review a safety plan for the specific job or project. This safety plan should reflect the contractor's intentions for full and complete compliance to the health and safety requirements of Coeur.

Contractors will generally be expected to attend a meeting with Coeur where the contractor's safety plan will be reviewed to ensure it meets all health and safety expectations, Coeur rules and policies, and is specific to the job or task being done.

Coeur Mining Inc. will communicate to the Contractor any site-specific details not addressed by the plan. Subsequent amendments or changes to the plan must be submitted for review and approval before being implemented.

Contractors will generally be required to provide qualified safety professionals for the project. The number of safety professionals required depends upon the number of employees in the contractor workforce as well as the nature of the work.

All contractor safety professionals, through education, training and experience, must be capable of:

- Identifying existing or potential hazards, including unsafe acts, of the tasks being performed.
- Identifying working conditions that are unsafe, hazardous or dangerous to the health and safety of Employees and the environment.
- Identifying any non-conformance with rules, and policies of or applicable to Coeur or contractor and applicable laws and regulations s, including at-risk behavior.
- Authorizing prompt action to maintain a healthy and safe work environment.

5.4 Contractor Health and Safety Plan

The Contractor's health and safety Plan should:

- Include the contractor's internal health and safety policy – along with written support of the policy by the contractor's senior management/leadership team.
- Outline the contractor's commitment to a zero-incident workplace. The contractor's health and safety policy should be incorporated. It should state the company's commitment to a culture of health and safety production and completion of projects.
- Include a commitment to perform every job in a safe and healthy manner and a belief that work-related injury or illness is unacceptable.
- Commit to identifying and eliminating or controlling workplace hazards.

- State that all of the contractor’s employees – at every level of the company – are responsible for their health and safety as well as the health and safety of their co-workers.
- Clearly state the Intention to comply with national, regional, and local health and safety laws and regulations, as well as any Coeur health and safety rules, policies, and directions.
- Identify personal protective safety equipment for the work for which they are responsible, including safety glasses, hard hats, protective footing, fall protection, respirators and other safety clothing as required, and a commitment that the applicable personal protective equipment will be provided to all contractor and subcontractor personnel by the contractor.
- Include a written commitment to maintain the highest standards of housekeeping with workplace kept organized with all debris, waste materials, etc., cleared as work progresses.
- Describe active risk identification and management systems.
- Verify and document that all contractor’s Employees have received or will receive project health and safety orientation as well as other training that is required.
- Provide a disciplinary action policy, including exclusion from the site if necessary, for individuals who violate procedures or drug and alcohol policies, or otherwise work in a careless or unsafe manner.
- Provide for the first line response for injuries, fires, and other emergencies.
- Include provisions and methods to store required training, inspections and other regulated documents on site.
- Should an imminent danger condition be discovered, include a “Stop Work” policy until appropriate and effective corrections are implemented.

6.0 Training Requirements

6.1 Contractor Training Responsibility

Contractors are responsible for:

- Conducting training and competency needs assessment for all tasks that need to be performed.
- Assessing each task and identifying the knowledge and skills necessary to demonstrate competency to perform the job safely.
- Having processes to evaluate level of competency for new hires, transferred workers and existing workers.
- Knowing and complying with legislative, regulatory and Coeur training requirements.
- Assure that all contractor employees are receiving the required training including yearly refresh training sessions.

6.2 Contractor Training Program

Training programs must define the level of knowledge and skills to be learned and demonstrated. The programs – both initial and ongoing – should ensure competency.

As a minimum, training programs should address:

- Employee orientations
- Skills and knowledge of assigned tasks
- Hazard recognition and control
- Basic first-aid
- Emergency procedures
- Occupational Health and Wellness
- Regulatory and agency training requirements
- Coeur site-specific and project specific training requirements
- Special skills and special task training – such as Working at Height, Working in Confined Spaces
- Refresher training
- Equipment Operations
- Any updates to tasks or conditions driven by incident investigations

6.3 Contractor Training Requirements

Per Coeur directive, Per Coeur directive, the contractor and subcontractors will ensure all of their Employees have the required training prior to performing work. Any/all training shall be documented and made available upon request. The Contractor will be responsible for providing all regulatory, task and specific training required for the site or project. In addition, the Contractor will ensure that all Employees have completed the required site-specific or orientation training.

6.3.1 Regulatory

Regulatory training shall be conducted by a Mine Safety and Health Administration certified and Competent Person as required by 30 CFR 46/47/48, or, outside the U.S. by a similarly qualified person.

6.3.2 Specialty Training or Task Specific Training

Specialty training or task training shall be conducted by a competent person. An example of specialty training would be Working-at-Heights and Fall Protection and task training would be forklift operation.

6.3.3 Orientation or Site Specific Training

All Contractor Employees will receive Site Safety Orientation prior to starting work. Proof of this training must be documented. Orientation training is often done in conjunction with the mine site and will include site-specific and Coeur-specific aspects.

Visitors will receive orientation prior to leaving the office area and shall be escorted while on the site.

At a minimum, the orientation training should address the following:

- Site-specific hazards
- Incident reporting procedures
- Emergency evacuation procedures
- Reporting of unsafe acts or conditions
- How to obtain first aid
- Hazard communication standard requirements
- Blasting signals and response procedures
- Personal protective equipment requirements
- Identification of workplace hazards
- Drug and alcohol policy
- General safety rules
- Fire protection and exit procedures for the work area
- Traffic and haul road rules
- Environmental procedures
- Working with or around heavy equipment

6.3.4 Documentation

Any training a given Employee has received must be verifiable; thus, all training must be documented.

Training records must remain with each Contract Employee whenever on site and/or in the site Contractor files.

6.4 Additional Training

Each Contractor is required to provide regular and continuing health and safety training for its Employees, and to monitor Subcontractor training programs. In addition, regularly scheduled safety meetings shall be held on the site for all Contractor and Sub-contractor personnel. All safety meetings shall be documented. Safety meeting records shall be retained for as long as the contractor is on-site.

Contract Employees will be provided with pertinent information regarding health and safety with respect to: regulatory information, company-specific safety information, project-specific safety information, communication of workplace incidents, etc. This can be accomplished using strategically located employee communication bulletin boards, as well as through the regular health and safety meetings.

7.0 Incident Response

7.1 Incident Response Procedures

Emergency telephone numbers must be posted at all Contractor telephones. Similarly, radio call signs and emergency channels shall be made known.

In the event of an injury:

- Immediately activate the site emergency response system to mobilize the Emergency Response and Rescue Team.
- For the injured as well as for any rendering aid, maintain scene safety.

- As deemed safe and appropriate, trained Contractor personnel should render first aid to any injured until qualified personnel arrive.

7.2 Incident Reporting Requirements

All Contract Employees must promptly report any incident to their Supervisor, no matter how slight (including injuries, property damage and near-misses). Coeur Mining Inc. requires immediate reporting from the Contractor when any injury incident occurs.

In the U.S., incidents of a serious nature may trigger “Immediate Notification” to government agencies. It is the responsibility of each Contractor to ensure its supervisors identify what incidents require immediate notification and maintain a list of numbers of who must be notified. In “Immediate Notification” circumstances, the time limits for notification are very short, 15 minutes in some cases, with the Mine Safety and Health Administration. If an incident falling to the ‘immediate notification’ category, Coeur shall be notified for directions and before any external notification is made.

Refer to MSHA regulations and definitions for the list of Immediate Reportable incidents (30 CFR Part 50, or refer to page 5 of this document.

If an incident requires immediate notification to government agencies, nothing is to be disturbed or removed from the incident scene - after safe evacuation of the injured personnel - until release approval from all Government Agencies, and Coeur Mining Inc. is received.

A preliminary incident report for all injuries, regardless of severity, must be provided to Coeur Mining Inc. by the end of the shift on which the incident occurs. A more detailed report is required once the full investigation is complete.

Failure to promptly report a workplace injury or illness to Coeur may result in termination of the contract.

7.3 Incident Investigation Requirements

Any accident or incident resulting in a fatality, lost time injury, medical treatment injury, damage to property or equipment, or a serious near-miss is to be thoroughly investigated by the Contractor as soon as the situation is under control.

Each incident will be promptly reviewed to determine if it had the potential to result in a fatality. A significant injury, fatality potentially Incident (or called SIF incident) could be a near miss or property damage incident without actual injury.

When a SIF determination has been made, immediate notification to Coeur Mining Inc. is in order. In such instances; the event will be investigated in conjunction with Coeur, with the same rigor as if a fatality had occurred.

All injury incidents are subject to investigation using an approved form of root-cause analysis. Each causal factor should have an associated corrective action. The action plans will be developed and implemented to prevent re-occurrence of incidents. Incident Investigation findings are to be communicated to all Personnel to best ensure against repeat injuries.

The investigation shall be fully documented and maintained for review. Results of the investigation, including signed witness statements, photographs, first report of injury forms, complete analysis, sketches, drawings (used to pinpoint distance and location, etc.), and corrective action plans, shall also be documented and signed. A complete copy shall be made available for Coeur Mining review and where required by regulatory agencies.

7.4 Monthly Incident Reports

For projects extending beyond 30 days, Coeur Mining Inc. will require contractors to provide monthly health and safety reports. These summaries can include the following:

- Contractor Employee hours
- Number of lost time/restricted duty injuries
- Number of medical reportable injuries
- Number of occupational illnesses
- Number of first aid injuries
- Number of equipment and property damage incidents

8.0 Risk Management

8.1 Approach

Risk Assessment Risk assessment and hazard identification are active and ongoing processes intended to eliminate or control workplace hazards. Risks and hazards if not properly identified, assessed and controlled, can result in incidents.

Workplace behaviors or conditions that have the potential to create unplanned, unexpected, or undesirable consequences must be proactively dealt with. Thus, task, job and project risks must be continually identified and assessed to understand potential impact on Employees, environment, processes and equipment.

8.2 Process

Risk Assessment and Hazard Identification should be part of all Contractor Employee training.

The Risk Management Process should include:

- Employee risk assessments – generally through an individual health and safety card.
- Team-based risk assessments, typically a job safety analysis that is completed by a crew.
- Formal risk assessments – conducted for a major task or project.
- Special circumstance, managing a change, or high-level risk assessments.

8.3 Guidelines

Contractors should have in place and fully implemented a hazard identification and risk assessment system which incorporates the following:

- Clear communication of risks and hazards and their controls to their Employees.
- Workplace, task and equipment assessments by the worker.

- Verification of workplace, task and equipment assessments by Supervisor.
- Quality safety interactions between Supervisors and their Employees regarding hazard identification and actions taken to mitigate hazards identified and to work according to standards and procedures.
- Compliance with legislation, adopted codes of practice, regulations and Coeur Mining expectations
- Systems in place to apply risk reviews when changes occur. (Part of managing change includes triggers for risk assessment and hazard identification.)

8.4 Contractor and Sub Contractor Responsibilities and Duties

Contractors have the obligation to:

- Abide by all federal, regional, local regulations and applicable Coeur Mining Inc. policies and procedures as they pertain to contract-related activities.
- Protect the public from all hazards which result from Contractor activities.
- Establish rules and programs designed to promote safety and make known to all Employees the established rules and programs.
- Hold individuals accountable for fulfilling their health and safety responsibilities.
- Make necessary training available for Employees to safely perform their tasks.
- Require all subcontractors; as a matter of contract, and all material suppliers to follow their company safety rules, as well as those of Coeur Mining Inc.'s and the specific site.
- Provide a safe and healthy work environment.
- Conduct regular safety inspections of the job site.
- Maintain required records and documents.
- Continually monitor their health and safety programs for effectiveness.

8.5 Fatigue Management

8.5.1 Definitions

Fatigue - Fatigue is defined as the temporary loss of power to respond. Signs of fatigue include tiredness (even after sleep), psychological disturbances, loss of energy and inability to concentrate.

8.5.2 Awareness and Factors

Fatigue Management is a systematic approach to effectively control the risks of fatigue.

Although there are a wide range of variables regarding fatigue management, contractors need to be aware of the risks inherent with fatigue and the impact of work schedules, inadequate rest periods, lack of sleep, etc. On a specific project or site, Coeur Mining may mandate work schedules that mitigate fatigue risks.

While individual behavior outside of work can have a considerable influence on fatigue, it does not reduce the employer's obligation to address the issue consistently with the principles of risk management.

8.5.3 General Fatigue Management Guidelines

- Maximum working hours should be established by the Contractor – in conjunction with Coeur Mining.
- Contractor will comply with the appropriate Federal/State regulatory requirements pertaining to work hours.
- Exceptions to the maximum hours worked will be established and agreed upon between the Contractor and Coeur Mining. Schedule exceptions will never exceed regulatory restrictions.
- Contractor will establish a systematic approach to identifying, assessing and controlling risk factors associated with fatigue.
- Contractor may be required to develop a project and/or site-specific written Fatigue Risk Management Plan for Coeur Mining approval.
- As a best practice, contractors should have fatigue awareness training for all Employees.
- Investigations of incidents will consider potential fatigue factors in the process of determining causal factors.

9.0 Operational Controls, Procedures and Safe Work Practices

9.1 Purpose

Contractors need to be committed to zero incidents. Any number other than zero is simply not acceptable. This means integrating safety into all aspects of work as well as taking this level of commitment beyond the workplace and into everything that we do at home and in our communities where we live.

Beyond awareness of workplace health and safety, the intent of Operational Controls, Procedures and Safe Work Practices is to ensure employee health and safety by knowing and applying best work practices and procedures.

Each employee must understand those safety practices that are applicable to the tasks they are assigned, and abide by them. Lack of understanding or unfamiliarity with safety rules is not an acceptable reason for a safety rule violation.

Contract Employees violating safety rules may be subject to disciplinary action up to and including termination.

Contractor Management and Supervision are responsible for the enforcement of all Operational Controls, Procedures and Safe Work Practices. More importantly, they must be the drivers and champions of the safe production culture these rules are intended to foster.

9.2 Code of Conduct

All Contract Employees will:

- Comply with all Operational Controls, Procedures and Safe Work Practices.
- Follow the Life Saving Rules
- Report to work physically fit and mentally alert for duty.

- Report any dangerous or potentially dangerous condition to Supervision.
- Stop any unsafe job or task immediately and find a way to make it safe before continuing.
- Not engage in horseplay.
- Not use cell phones while operating moving mobile equipment or vehicles.
- Not tamper with any emergency medical supplies or emergency vehicles.
- Not interfere or disable remote control, or automatic equipment.
- Not interfere with safety interlocks or warning systems or guards.
- Not tamper with the scene of a safety event.
- Not engage in distracting activities while operating a vehicles or mobile equipment.

9.3 Housekeeping

Work Areas Work areas, passageways and stairs in and around the buildings and structures shall be kept clear of debris.

Project materials shall be stored in an orderly manner.

Walkways and travel-ways shall be maintained free of dangerous depressions, obstructions, trash and debris.

Equipment/tools shall be stored or placed in an orderly manner.

9.4 Electrical Safety

All temporary and permanent electrical work, installation, and wire capacities shall conform to current national and industry electrical codes as well as all applicable federal, regional, and local codes.

Only qualified electricians trained in electrical safety and familiar with federal, regional, local codes and standards shall be allowed to perform electrical work, including repairs to electrical equipment.

No Personnel shall be allowed to work close to unprotected electrical power circuits unless the area has been barricaded off or the individual is protected against electrical shock by de-energizing the circuit, grounding it, locking out and tagging the device, and protecting the individual by effective insulation or providing protection by other means.

All switches shall be enclosed and grounded. Panel boards shall have provisions for closing and locking the main switch and fuse box compartment.

Extension cords used with portable electric tools and appliances shall be heavy duty of the three-wire grounding type, and conform to the type and configuration required by federal, regional, and local electrical standards. No flat-type electrical cords will be allowed on-site.

Suitable means shall be provided for identifying all electrical equipment and circuits, especially when two or more voltages are used on the same job. All circuits shall be marked for the voltage and the area of service they provide.

Electrical cords and trailing cables shall be covered, elevated or otherwise protected from damage which could create a hazard to persons in the area.

In areas where cables or cords enter or pass through walls, panels or boxes, appropriate bushings/sleeves shall be used.

Electrical cords will be repaired only with heat-shrink tape which is equal to or greater than the original insulation.

Temporary lighting will be equipped with guards to protect the bulb and wiring and will be equipped with three-wire insulated cable.

The use of extension cords shall be temporary and limited as much as possible.

All electrical grounding systems (buildings, conveyors, portable generators, equipment, magazines, etc.) must be tested for continuity and resistance immediately after installation, repair and modification, and annually thereafter. Test documentation, with OHMS reading, must be kept on-site for review by compliance officers and safety personnel for one year.

All electrical equipment (including hand tools and extension cords) must be visually inspected prior to use to ensure proper operation and free of electrical shock hazard. This shall be done by visual inspection, and/or by resistance and continuity checks as needed. In all cases, equipment with defects shall be removed from service until repaired.

All temporary electrical tools and cords shall be properly protected by ground fault circuit interrupters (GFCI) throughout all phases of the project. This includes appliances such as refrigerators, microwaves, toasters, etc.

Electrical equipment capable of holding a charge (such as capacitors or transformers) shall be de-energized and tested by a competent person to confirm an absence of residual charge.

Electrically powered hand-tools must not have a trigger locking device.

Contract Electricians who work in energized electrical rooms or near energized electrical installations must have the required special training.

Contract Electricians will be required to wear Arc Rated Personal Protective Equipment (PPE) when working in or near energized electrical equipment or installations.

When work is being performed on de-energized circuits, de-energized circuits shall be "locked, tagged and tried out" (lock-out-tag-out-try-out) to confirm de-energization.

9.5 Compressed Gas Cylinders

All compressed gas cylinders shall be clearly marked, with contents and hazard identified. Cylinders shall not be accepted on sites that are not properly labeled.

Gauges shall be removed and bottles capped while being transported in light vehicles, welding trucks or service vehicles. Cylinders shall be secured in a vertical position when being moved.

When compressed gas cylinders are hoisted, they shall be secured on a cradle, cylinder truck, sling board or pallet.

At no time may cylinders be hoisted with choker chains nor shall cylinders be hoisted by hooking or strapping onto the cylinder cap.

Regulators and gauges must be either protected from damage or dislocation with a cover/collar or be removed and cylinders capped whenever not in use or when the equipment is being moved. Never transport cylinders unless regulators have been removed.

Valve protection caps shall always be in place except when cylinders are in use or connected for use.

Cylinders shall not be rolled along the length of their axis.

Cylinders shall be secured in an upright position, except when being hoisted or moved.

Cylinders shall be placed where they cannot become part of an electrical circuit and shall be kept away from piping systems and layout tables that may be used for grounding electrical circuits.

When in use, cylinders shall be placed with the valve up, and properly secured to prevent them from being knocked over, tipping or falling over. A suitable cylinder truck with chain or other secure form of securing shall be used to keep cylinders from being knocked over while in use.

Cylinders shall not be placed when in use or when in storage where they are exposed to open flames, hot metal, or other sources of heat, including the sun.

Cylinders containing acetylene, propane, butane, or oxygen shall not be placed in confined areas or enclosed storage areas and shall be stored away from combustible/flammable materials.

Cylinders shall not be stored, placed, or kept next to or adjacent to exits or in a manner that blocks or obstructs walk-ways or exits.

Cylinders of oxygen shall not be stored close to cylinders of acetylene or other fuel gas. They shall be separated by a minimum of 20 feet or by a non-combustible barrier, at least five feet high with at least a half-hour fire rating.

Oxygen cylinders, cylinder valves, couplings, regulators, hose, and apparatus shall be kept free from oil and grease, since oil and grease in the presence of oxygen under pressure may ignite violently. Employees shall be prohibited from handling oxygen cylinders or apparatus with oily hands or gloves.

Empty cylinders, should be labeled and have their valves closed.

9.6 Powered Hand Tools

Power tools shall not be used if safety equipment, such as shields, tool rests, hoods, and guards have been removed or otherwise rendered inoperative.

Positive locking or trigger lock devices shall be removed from all powered hand tools.

Employees using tools under conditions that expose them to hazards of flying objects, harmful dusts, and/or noise shall be provided with the required personal protective equipment.

All electrically powered tools shall be properly grounded. Outlets for 110-volt tools shall be protected by ground fault circuit interruption devices with an assured grounding program in place.

Double-insulated electrical hand tools are recommended.

Double-insulated power tools shall be inspected and maintained in a manner that preserves the insulating properties of the unit (buildup of dirt, dust or debris may provide a pathway for current to flow is unacceptable).

Gasoline- or diesel-powered tools shall not be used in unventilated areas.

Gasoline and other flammable liquids shall be dispensed only from U.L. listed or equivalent metal safety cans. Cans must be labeled by contents. Gas shall not be dispensed into cans when the can is in the back of a pickup. Cans must be placed on the ground when being filled with a flammable liquid.

Portable grinders will be provided with hood-type guards with side enclosures that cover the spindle and at least 50% of the wheel. All wheels will be inspected regularly for signs of fracture and that wheels are rated for the grinder's RPM.

Bench grinders shall have deflector shields and side cover guards. Grinders shall have a maximum of 1/4 inch clearance to top of the guard, and tool rests shall have a maximum clearance of 1/8 inch from the wheel. Bench grinders must be secured to the bench to prevent displacement of the unit during use.

Hoses supplying pneumatic tools shall have locking connections and couplings to safeguard against accidental disconnection. In addition to the locking connections, whip checks are recommended and may be a specific requirement.

Air supply lines will be protected from damage, inspected regularly and maintained in good condition.

The pressure of compressed air used for cleaning purposes will be reduced to 30 psi or less. At no time shall compressed air be directed toward a person. When cleaning with compressed air, goggles are required in addition to regular safety glasses.

There will be special rules and controls for use of power-actuated tools. Only trained, certified Employees shall be allowed to operate a power-actuated tool. Employees shall wear double eye protection and double hearing protection during use.

Loads, studs, nails, etc., used in power-actuated tools shall be specifically approved by the manufacturer for use in that tool. Power-actuated tools shall be designed so that discharging the powering load can be accomplished only when the barrel of the tool is firmly depressed against the working surface.

When power-actuated tools are in use, impact-resistant face shields shall be worn in addition to safety glasses by each person within 25 feet of the point of discharge.

Persons not directly involved with the operation of power-actuated tools shall not remain in the usage areas unless all applicable provisions of personal protective equipment have been met.

All misfired loads shall be disposed of immediately and safely, in a manner specifically approved by the manufacturer, Contractor and Coeur Mining.

9.7 Welding, Cutting and Burning

Hot work is defined as work that has the potential of creating or becoming a source of ignition. This includes grinding, welding, thermal or oxygen cutting or heating, burning and other related or similar tasks.

All sites have designated hot work permit required areas. It is the Contractor's responsibility to become familiar with those specific areas at the worksite.

A Hot Work Permit is required before working over or near oxidizers, flammable gasses, flammable liquids, oils, rubber belting or lining, plastics, easily combustible materials, coal, or other materials susceptible to fire.

In addition to the Hot Work Permit, often a separate and specific Burn Permit is required by site Environmental departments. This Burn Permit can require additional notification and approval from regulatory agencies.

Areas that may require a Hot Work Permit include, but are not limited to:

- Within 100 ft. of powder magazine or explosive or blasting storage area
- Dust collectors, ductwork, and other areas where rubber linings or combustible dust exists
- Above or adjacent to cable trays or electrical cables
- Inside vessels or confined spaces
- Hot work on vehicle fuel system or fuel tank regardless of location
- Fuel storage areas or distribution lines
- Battery storage or charging areas
- Reagent storage
- Oxygen storage areas
- Sewer and septic systems
- Conveyor belting
- Tire storage areas
- Mobile fuel and lubrication truck
- Storage/materials handling areas where combustible or flammable materials are present
- Controlled burns of vegetation or waste materials

When Hot Work activities are being planned, these key principles must be followed;

- Identify all hazards, including hazards that may arise from surrounding conditions and that may arise from changing weather – rising heat during day - or vapors from adjacent sources. (Example: Can flammable or combustible conditions in adjacent tanks impact the hot work activity?)
- Conduct atmospheric monitoring prior to beginning the work and continuously during the work.
- Train personnel on Hot Work.
- Provide knowledgeable and competent supervision.
- Obtain a Hot Work Permit.

Hot Work Permit Issuance:

- Hot Work Permit process is initiated prior to beginning hot work by those who will be performing the work.
- Other precautionary policies must be considered in conjunction with hot work; such as Lock-out / Tag-out / Try-out, Confined Space Entry, etc.

- When the precautionary measures have been taken and the affected employees have signed the permit, the Authorized Person will sign the permit authorizing the work to proceed as described on the permit.
- Persons involved with the hot work or assisting with the hot work must sign the permit.
- Hot Work Permit's may only be valid for one work shift and one task. The permit may become invalid if the planned hot work is delayed.

Flammable and combustible materials within 35 ft. of hot work must be removed, covered with a fire-resistant/insulating material or otherwise protected. This includes combustible flooring and combustible debris on the floor.

Openings or cracks in the walls, floors, or ducts that are potential travel passages for sparks, heat and flames must be covered or otherwise protected.

A fire extinguisher of the appropriate size and type must be provided at the Hot Work site in addition to the normal work area placement of fire extinguishers.

Where there is a reasonable possibility that flammable gases/vapors, or excessive oxygen exist, atmospheric testing must be conducted as part of the permit process. Additionally, periodic checks should be conducted throughout the hot work process. Oxygen (O₂) measurement must be between 19.5% and 23%

The Hot Work Permit will be issued only after each flame source has been checked to ensure proper procedures are planned and personal protective equipment is available and within reach.

As a best practice when conducting Hot Work, each separate cutting and welding unit will be required to have, within 25 feet, a 20 pound ABC fire extinguisher.

Where flammable or combustible material is in the immediate vicinity of the hot work and cannot be moved, it shall be covered or protected from the heat source.

Cigarette smoking and use of lighters is prohibited within 50 feet of any hot work operations.

When not in use, welding gas hoses shall be bled to remove residual pressure.

All hoses shall be frequently inspected for leaks, worn places and loose connections. They shall be elevated or protected against damage and placed so as not to prevent the safe passage of workers and equipment.

All arc welding and arc gouging operations shall be shielded by non-combustible, flame proof screens. Air arc gouging has specific requirements for hearing protection.

Welding cables with worn or damaged insulation shall not be used until properly repaired and insulated to the same or greater value as original insulation.

All connection lugs on welding machines will be insulated.

Only approved sparking strikers will be used to ignite flammable gas tools.

If materials are to be covered or protected from welding slag or sparks, the Contractor is to furnish fire resistant covers (non-asbestos).

Welding on fall protection equipment, man lifts, and other such items requires a certified welder.

Hard hats shall be worn in conjunction with welding shields while welding. No soft caps are allowed. Safety glasses or goggles will be worn under the hood.

Welder clothing will be free of oil, grease and other flammable material. Collars and cuffs will be buttoned and pant cuffs shall be turned inside pants. Pockets should be covered with flaps and buttoned.

All welders shall wear long-sleeve shirts, with the sleeve extended to the wrist (100% cotton clothing is recommended) and protective gloves with leather sleeves, or arm and shoulder covers, or welder's jackets. Cutters and helpers shall wear protective gloves and long sleeves. Pant legs are to be worn outside of the boots (not tucked in). Tape or other means will be used to ensure that hot slag does not get into the top of the welder's boot.

Both welders and helpers will wear the proper filter lenses for the welding or cutting project undertaken.

Face shields shall be worn along with approved safety glasses or goggles during grinding operations.

Welding activities should be shielded with appropriate welding screens to protect other workers from adverse exposures

Exhaust ventilation, meeting applicable regulations, shall be provided whenever welding, cutting or heating is performed in a confined or closed space. Adequate ventilation shall be provided or respiratory protection provided. All welders and cutters shall avoid the fume plume.

An item being welded cut, or grinded should never be held in the hand. It should be placed on a sturdy support or clamped in a vise.

Respirators with proper cartridges shall be used when welding or cutting on any galvanized, stainless, painted or coated metal or where other hazardous fumes, gasses or dust of metals may be emitted.

All face shields and helmets shall be inspected prior to the task to ensure there are no cracks or evidence of damage.

9.8 Ladder Procedures and Safety

Manufactured ladders shall comply with the specifications of OSHA, ANSI, MSHA, or equivalent standards.

Damaged ladders shall not be used, and will be removed from the property or destroyed.

All portable ladders shall be equipped with non-skid safety feet and shall be placed on a level and solid base.

The access areas at the top and bottom of ladders shall be kept clear.

There will be a stipulated height (6-foot rules are generally standard) where fall protection rules will apply when working from ladders.

All ladders shall be secured at the top with a rope or other substantial device. Where a tie off is not possible, a second person must hold the ladder until the work is completed and the worker has descended the ladder.

Ladders shall be maintained free of lines, ropes, hoses, wires, cables, oil, grease and debris. Objects shall not be left on ladders.

“A” frame or Step ladders shall not be used unless fully opened.

Maintain three points of contact always when climbing or working from ladders.

The use of ladders in the following manner is prohibited:

Standing on the top two steps or top of ladders.

- Sitting on the top of ladders.
- Climbing or working from the back of ladders.
- Two people working and/or climbing on the same ladder.
- Working backwards from ladders.
- Facing away from ladders while ascending or descending.

Ladders shall be inspected for visible defects prior to each use. Ladders should be carefully inspected after any occurrence that could affect the safe use of the ladder.

Ladders shall be rated for the type of work and load expected (i.e. Type 1A - 300 pound-rated fiberglass ladder).

The contractor shall provide a training program for each Employee using ladders. The program shall enable each Employee to recognize hazards related to ladders and the ways to minimize these hazards.

9.9 Scaffolding

The use, assembly, and inspection of scaffolds shall follow specific manufacturer, regulatory and Coeur Mining Inc.’s requirements.

To avoid the use of makeshift elevated-work platforms, each job or project will be planned to ensure that scaffolding is used where required and that such scaffolding conforms to the applicable scaffolding erection requirements.

Scaffolds shall be designed, erected, moved, disassembled, altered and inspected by a Competent Person.

Make-shift scaffolds and makeshift platforms are prohibited.

Scaffolds shall not be used for the storage of materials except material being actively used.

Scaffolding shall be kept clear of trash, oil and other debris.

All scaffolds shall be adequately designed to carry, without failure, four times the maximum intended load. Weight limits should be posted to prevent this occurrence. At no time shall a scaffold be overloaded.

All scaffolds shall be maintained in safe condition. A scaffold damaged or weakened, from any cause, shall be immediately tagged and taken out of service until repaired.

Scaffolding more than 4 feet above the ground or floor shall have standard guardrails. Toe boards are generally a requirement where there is a danger to workers below.

Guardrail systems shall include:

- Top (hand) rail which is 2 inches x 4 inches (or equivalent), 42 inches high above the walking/working surface.
- Mid-rail positioned at 21 inches high with supports not to exceed 8 feet between vertical supports.
- Toe-board that is 4 inches high.

Mobile scaffolding will be equipped with outriggers, and all casters will be locked when not in active moving. Mobile scaffolding will be guarded with standard railing regardless of height. No mobile scaffolding will be constructed or used where there is a change of elevation in the floor level.

Scaffolding fall protection requirements will be per the Coeur Mining Inc.'s policy. Generally, fall protection will be required at and above 6 feet.

While erecting and dismantling scaffolding:

- The footing of scaffolding must be sound and rigid, capable of supporting the weight. Unstable objects such as bricks or blocks shall not be used in the support.
- The maximum span for 2-inch x 12-inch planks shall be 8 feet.
- Minimum plank dimensions shall not be less than 2-inch x 10-inch.
- Scaffold planks shall extend over their end support at least 6 inches, but not more than 12 inches.
- All planking or platforms shall be fully decked. Ends shall be overlapped a minimum of 12-inches and secured from movement.
- Safe access (ladders) to upper levels of the scaffold will be installed as part of the assembly process.

When possible, stair towers shall be used on stationary scaffolds 18 feet high or higher or, lifelines shall be installed alongside the scaffold ladder.

Protection shall be provided when there is exposure to overhead hazards.

Scaffolds shall be secured to the building or structure at intervals not to exceed 30 feet horizontally and 26 feet vertically. Scaffolds shall not be welded to tanks or other structures that could affect the integrity of the tank.

Each scaffold shall be erected under the supervision of a Competent Person.

A scaffolding inspection tag will be completed and attached to each scaffold prior to use. Scaffolds shall be inspected by the competent person at the start of each shift, and after the occurrence of any event which may affect the stability, integrity, or security of the system. The inspections shall be documented. A copy shall be affixed to the scaffold.

9.10 Concrete, Concrete Forms and Pre-cast Concrete Materials

All equipment and materials used in concrete construction and masonry work shall meet the applicable regulatory requirements.

Employees working more than 6 feet above working surfaces while placing reinforcing steel, setting or dismantling forms, etc., will follow the standard fall-protection practice.

The riding of concrete buckets for any purpose shall be prohibited. Working crews shall be kept out from under suspended concrete buckets. Buckets shall have tag lines which are a minimum of 6-feet long.

Workmen involved in abrasive blasting shall wear approved, properly functioning supplied air respirators and hoods.

Concrete workers will be required to wear appropriate shirts, boots, and gloves appropriately bloused or taped at the ankles and wrists to reduce the danger of burns.

All lumber and materials shall be clear of nails and wire. Excess materials shall be removed from the immediate work area. During form stripping, all nails and snap ties will be pulled.

All rebar with protruding ends shall have the ends protected.

9.11 Open Holes and Wall Openings

All conditions shall be controlled where there is danger of Employees or materials falling through floor, wall or roof openings or holes, or where there is danger of Employees or materials falling from the floor or roof perimeter edges or where a floor opening may cause a trip hazard.

Holes must be suitably covered so as not to create a trip hazard. Hole-covers must support the weight placed on them and leave no opening greater than 2 inches in the longest dimension.

Barricades and/or covers shall be removed only after other means of fall protection are in place. Employees installing and/or removing barricades and/or covers shall be protected by alternative fall protection through the entire process.

No Employee shall be allowed in an area that could expose that person to a fall unless correct fall protection procedures are followed.

A standard railing used to guard an open hole shall consist of a top rail, mid-rail, and toe-boards.

Top railings shall be capable of withstanding, without failure, a force of at least 200 pounds applied at any point along the railing in either an outward or downward direction.

Any welding on guard rails must be inspected and approved by a certified welder.

Stair railings shall be constructed similarly to a standard railing, but the vertical height shall not be more than 36 inches. Stairway handrails shall have a minimum clearance of 3 inches between the handrail and any other surface or object.

Open-hole covers shall be capable of supporting five times the maximum intended load and shall be installed as to prevent accidental displacement. Covers shall be distinctively marked and anchored.

All parts of stairways shall be free of hazardous projections. Debris and other loose material shall not be allowed to accumulate on or under stairways. No flammable or combustible material shall be stored or accumulate under or beneath any stairway.

Step riser height and tread width shall be uniform throughout any flight of stairs and constructed to ASTM standards. Steps are required when a vertical step height is 20 inches or greater.

Wall openings from which there is a drop shall be physically barricaded. Flagging is not acceptable unless there is an attendant to prevent entry.

9.12 Fall Protection

9.12.1 Definitions

Anchorage - A secure point of attachment for lifelines, lanyards or deceleration devices.

Body Harness - A strap /belt assembly which may be secured about the person in a manner that will distribute the fall arrest forces over at least the thighs, pelvis, waist, chest and shoulders with means for attaching it to other components of a personal fall protection system

Competent Person – A person who can identify existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous or dangerous to persons and who has authorization to take prompt corrective measures to eliminate them.

Deceleration Device - Any mechanism, such as a rope grab, rip-stitch lanyard, specially-woven lanyard, tearing or deforming lanyard, automatic self-retracting lifelines/lanyards, etc., which serves to dissipate a substantial amount of energy during a fall arrestor otherwise limit the energy imposed on a person during fall arrest.

Deceleration Distance - The distance a falling person travels between the point at which the deceleration device begins to actuate and the point the fall is stopped.

Free Fall - The act of falling before a personal fall arrest system begins to apply force to arrest the fall.

Free Fall Distance - The distance of the fall of a person to the point that deceleration devices activate and deploy to arrest the fall.

Guardrail System - A barrier erected to prevent persons from falling to lower levels.

Lanyard - Means a flexible line of rope, wire rope or strap which generally has a connector at each end for connecting the body harness to a deceleration device, lifeline or anchorage.

Lifeline - A component consisting of a flexible line for connection to an anchorage at one end to hang vertically (Vertical Lifeline) or for connection to anchorages at both ends to stretch horizontally (Horizontal Lifeline) and which serves as a means for connecting other components of a personal fall protection system to anchorage.

Qualified Person - A person who, by possession of a recognized degree, certificate or professional standing or who by extensive knowledge, training and experience, has successfully demonstrated his ability to solve or resolve problems relating to the subject matter, the work or the project.

Self-Retracting Lifeline/Lanyard - A deceleration device containing a drum wound line which can be slowly extracted from, or retracted onto, the drum under slight tension during normal person movement and which, after onset of a fall, automatically locks the drum and arrests the fall.

9.12.2 Guidelines and Requirements

Coeur Mining Inc. has operational standards and each site has comprehensive policies and standards that address Working at Heights and Fall Protection requirements.

All Employees, contractors, and Visitors on a Coeur site will be expected to fully comply with all elements of fall protection procedures.

The prevention of falls through installation and maintenance of permanent barriers is preferred in locations where routine work is conducted. Similarly, where possible in work areas that are under construction, the use of barriers that safe-guard against falling is acceptable.

In situations where this is not feasible and during non-routine work, other fall protection systems must be provided and used 100% of the time whenever persons are exposed to a fall hazard.

Fall protection applies when any walking or working surface is 6 feet or more above a lower level or when any walking or working surface that is less than 6 feet above a lower level but is above sharp objects, corrosive substances, entrapment hazards, moving machinery, or other significant hazards.

Fall protection applies during work from a ladder at levels below 6 feet whenever there is increasing fall potential from leaning over the side of the ladder or leaning backward away from the ladder.

When climbing ladders and stairs, persons must maintain three points of contact and control always.

9.12.3 Personal Fall Protection System Requirements

Components of personal fall protection systems must be manufactured according to recognized quality standards (e.g. ANSI in the United States) and must have the manufacturer's label attached.

Fall protection components must be used according to manufacturer's recommendations and instructions.

Each user of a personal fall protection system must inspect all components of the system prior to each use for wear, damage, adequate flexibility, and other signs of deterioration. Defective components will be removed from service and either be secured until repair is completed or be made inoperable. Any component that is missing the manufacturer's label will be removed from service until the label is replaced under the direction of the manufacturer.

Pre-use inspections will follow the manufacturer's recommendations and will include inspection of the following:

- Braids and webbing
- Stitching
- Conditions of grommets, buckles, and hardware
- Presence and legibility of manufacturer's date tag, serial number, and other critical markings
- Cleanliness, broken strands, burns, excessive wear, and dirt
- Fall indicators (see manufacturer's recommendations)
- Wear indicators (for example, some manufacturers include red threading inside webbing to indicate excessive cuts or fraying)

Permanently installed systems, such as horizontal and vertical lifelines, will be placed on formal preventative maintenance schedules in accordance with manufacturer's recommendations.

Personal fall protection equipment will be stored in a manner that prevents exposure to chemicals, excessive sunlight and weather.

Harnesses must be sized properly for the user and must be used according to manufacturer's specifications. The user must properly adjust this equipment prior to each use.

All connectors and components must have strength sufficient to withstand the maximum possible impact load on the system. Refer to the anchorage requirements for each system below.

All snap hooks shall require double action to open.

Lanyards shall not be attached to anchorage points by doubling back and attaching the snap hook to the lanyard unless approved by the manufacturer; beam straps, beam clamps and other connectors designed for the specific purpose will be used when appropriate.

Knots shall not be tied in lanyards.

Harnesses, lanyards and other components shall be used only as part of a personal fall protection system and shall not be used to hoist materials.

Horizontal life lines may be installed by a Competent Person according to the manufacturer's requirements. Site-built systems must be designed, installed and used under the supervision of a Qualified Person, as part of a complete personal fall protection system, which maintains a safety factor of at least two. A tag indicating the maximum number of persons permitted on a life line must be affixed to each accessible end of the life line. In some situations, two lanyards or a Y-lanyard may be necessary to ensure 100% tie-off when passing support structures.

Vertical lifelines must have a minimum breaking strength of 5000 lb. Only one person may be connected to each vertical life line. If rope grabs are used, they must be specifically designed and approved by the manufacturer for attachment to the type and size of life line in use.

When persons are unsure of the appropriate use of a fall protection system, or the strength of an anchorage point they are using, they are required to contact their supervisor for assistance before proceeding.

9.12.4 Fall Arrest Systems

Fall arrest systems are used to minimize free fall distance and stop a fall at a tolerable deceleration rate.

Components of fall arrest systems include:

- Body harness (body belts may not be used in fall arrest systems).
- Anchorage capable of either supporting 5000 lb. for each person attached, or providing a safety factor of 2 for the maximum impact load that it might experience as determined by a Qualified Person.
- Lanyard that includes a deceleration device designed to limit the maximum arresting force on the user to 1800 lb.

Only one deceleration device should be used in each system; shock absorbing lanyards may not be coupled together or be connected to self-retracting lifelines.

The fall arrest system must be set up to minimize free fall distance, to prevent contact with a lower level, and to minimize the potential for swinging. In any case, the maximum allowable free fall distance is 6 feet and the maximum deceleration distance is 3.5 feet. This can be accomplished by selecting an anchorage that is as high as possible and is directly above the fall hazard, and by using the shortest practical lanyard or a self-retracting lifeline.

Lanyard length – including the length of the “stretch” – must be considered and appropriate for the working height. It is ineffective if a lanyard being deployed does not arrest the fall before the Employee hits the lower level. (Example: A twelve-foot arrest system is ineffective if the Employee is working at an 8 foot level!)

Guardrails and handrails may not be used as anchorage points for fall arrest systems unless they are specifically designed for that purpose.

Personal fall arrest systems and components subjected to impact loading shall be immediately removed from service and shall not be used again for protection of personnel.

Users of fall arrest systems and supervision must plan for prompt rescue of personnel in the event of a fall, or shall use fall protection equipment that allows for self-rescue. In situations that might result in difficulty rescuing a person who falls (i.e. extreme height or suspension over hazardous conditions); a rescue plan must be developed before beginning work. If rescue might be delayed more than six minutes, a step loop or similar device should be incorporated into the harness to minimize the detrimental risk of suspension trauma.

All field fabricated anchorages will be designed, tested and installed under the supervision of a Qualified Person. Anchorages used to attach personal fall arrest systems will be independent of any anchorage being used to support or suspend platforms.

9.12.5 Fall Restraint Systems

Fall restraint systems are used to prevent the user from reaching a fall hazard.

Components include:

- Full body harness or, if allowed, a body belt.
- Anchorage capable of either supporting at least 3000 lb. of force, or supporting at least twice the maximum expected force that is needed to restrain the person from exposure to the fall hazard.
- Lanyard must be a fixed length to ensure that the user cannot reach the fall hazard.
- Deceleration devices and self-retracting lifelines may not be used in fall restraint systems because of their changeable length.

The fall restraint system must be rigged in a way that eliminates the possibility of free fall. If the user is able to reach an edge and fall any distance, the system must be reconfigured (e.g. shorter lanyard) or a fall arrest system must be used.

9.12.6 Positioning Device systems

Positioning device systems are used to allow a person to be supported in a static position on an elevated vertical surface, such as a wall or a power pole and work with both hands free while leaning.

Components include:

- Body harness.
- Anchorage capable of supporting the greater of 3000 lb. or at least twice the potential impact load of a person's fall
- Lanyard or other connection that limits free fall to 2 feet or less.

The positioning device system must be rigged in a way that limits free fall to 2 feet or less.

This system may only be used for work on vertical surfaces. This is not an acceptable personal fall protection system for horizontal surfaces, such as platforms, aerial lifts and similar; fall arrest or fall restraint systems are appropriate for use on horizontal surfaces.

9.12.7 Work in Aerial Lifts and Mobile Platforms

Personal fall protection systems must be utilized when working from aerial lifts and mobile platforms such as JLGs, man baskets, approved fork truck-mounted baskets, etc.

Persons must never work outside the guardrails. Persons must never climb or stand on a guardrail.

Refer to Contractor Company or Coeur Mining's requirements in regard to use of fall protection in fixed or stationary Scissor Lifts (per ANSI 92.2) as differing rules will be enforced.

Scissor lifts that are mounted on mobile equipment (per ANSI 92.2) do not qualify as scaffolding; users must use personal fall protection systems when working from these lifts.

9.12.8 Fall Protection Training

All training related to Working at Heights and Fall Protection shall be conducted by a Competent Person.

All persons who may be required to use a personal fall protection system will receive training as noted below. All training will be documented.

During Pre-use Training, persons using personal fall protection systems will receive specific training on the equipment they will be using. Training will include:

- Fall Protection Policies and Procedure
- The nature of fall hazards in the work area
- Inspection procedures
- Fitting procedures
- Limitations of fall protection systems
- Specific instruction on the fall protection equipment being used, per manufacturer's instructions

Employees will receive annual refresher training on the requirements of fall protection. More frequent training may be required for any trained persons who demonstrate a lack of Understanding or application of procedures.

9.13 Steel Erection

Permanent floors shall be installed as soon as practical following the erection of structural members. At no time shall there be more than four floors, or 48 feet, of unfinished bolting or welding above the foundation or uppermost-secured floor.

The erection floor shall be solidly planked over its entire surface except for access openings which shall be properly and appropriately guarded always.

Planking shall not be less than 2 inches thick, full size undressed, and shall be laid tight and secured against movement. Access openings will be guarded with standard guardrail.

A safety railing shall be installed, approximately 42 inches high, around the periphery of all temporary planked or decked floors during structural steel erection.

When structural steel is set, each piece shall be secured with no less than two bolts at each connection and drawn up wrench-tight before the load is released.

Material shall not be hoisted to a structure unless it is ready to be put into place and secured.

At no time shall any Personnel be exposed to the potential of a fall exceeding 6 feet without required fall protection.

When loads are being hoisted, walking under the lift or allowing any Personnel to be exposed to the swing of the lift is prohibited.

No one shall be allowed to ride the load under any circumstances.

A tag line shall be used to control all loads.

For the protection of other crafts on the project, barricades and signs shall be posted around the erection area, stating: "Danger Overhead Work in Progress."

9.14 Excavating and Trenching

9.14.1 Excavation Permits

An excavation permit or other means of documenting the hazards and controls must be used prior to any excavation (digging, trenching or drilling). Permits must be completed prior to beginning excavation.

The contractor in charge of the work will:

- Require that all trenches and excavations over 4 feet deep be sloped, shored, benched, braced, or otherwise supported. Contractors also may use a trench box. When soil conditions are unstable, excavations shallower than 4 feet shall be sloped, supported, or shored.
- Initiate the excavation permit following site-specific requirements.
- Ensure that all approval signatures required on the permit are obtained after the individuals have reviewed the job and controls.
- Determine and design the supporting system based on careful consideration of the following: depth of the cut; anticipated changes in the soil due to air, sun and water; ground movement caused by vehicle vibration or blasting; and earth pressures (not only the angle of repose).

The machine or equipment operator will not begin excavation until the permit, signed by all required personnel, is present at the excavation site.

The excavation permit will remain at the site of the excavation during the entire time the excavation is being accomplished.

9.14.2 Underground Utility Location

The Contractor shall identify and locate all sub-surface utility and process or product lines prior to making any cuts into the ground. This shall be coordinated through both the utility Coeur Mining and the on-site resources.

9.14.3 Designing Adequate Protection

Some of the considerations the Contractor must take into account in the design of adequate protection is:

Soil structure (experts classify soils as "A", "B" or "C" types, and there are safety measures appropriate for each classification)

- Depth of cut
- Water content of soil
- Changes due to weather and climate
- Superimposed loads
- Vibrations
- Other operations in the vicinity
- Overhead power lines
- Underground obstructions
- The presence of underground utilities, product or process lines
- The presence of “disturbed” soils (either fill material or due to previous excavation activity)
- Air quality in the excavation or trench

9.14.4 Installing the Protection

Regardless of the support system used, workers shall always install shoring.

Shoring will be installed starting from the top of the trench or excavation and working down. Installation of shoring shall closely follow the excavation work.

All materials used for shoring shall be in good condition, free of defects and of the right size.

One method of ensuring the safety of workers in a trench or excavation is to slope the sides of the cut to the angle of repose.

9.14.5 Special Precautions

Underground utilities (gas lines, electric lines, communication lines, process lines, etc.) shall be located and identified prior to any excavation.

As the anticipated location of the utility is approached, manual means of excavation shall be used to determine the final, actual location of the utility.

The Contractor shall guard against an unstable excavation bottom, such as below the water line. Sheeting may have to be driven below the bottom of such an excavation to add to the soil stability.

Standards require that diversion dikes and ditches, or other suitable means, be used to prevent surface water from entering an excavation and to provide adequate drainage of the area adjacent to excavation.

Water causes erosion and softening and shall not be allowed to accumulate in a trench or excavation.

In excavations the Contractor may be required to enter, excavated or other material shall be removed from the edges of the excavation or sufficiency retained.

Spoil piles, loose materials and equipment shall be kept at least 3 feet or more from the edge of the excavation.

The sides of the excavation shall be secured by fencing or other effective means to prevent a passer-by from falling into the excavation during times when no active excavation is occurring.

Where passage across the opening of the excavation is necessary, a properly secured and guarded walking surface shall be installed.

No persons shall be allowed to be beneath any live load while the load is being placed into or removed from the excavation.

In case of emergency, workers must be able to leave the trench quickly. When working in trenches 4 feet deep or more, adequate means of exit, such as ladders or steps, shall be provided and located so as to require no more than 25 feet of lateral travel. Ladder will be of proper type, adequate length and secured from movement.

Excavations which are at or greater than 20 feet deep shall be designed by a professional engineer. The design shall specifically include protection features if persons must enter the excavation for any reason for any length of time.

9.14.6 Inspections

Excavations and shoring systems must be inspected daily and after each event or occurrence which may affect the integrity or stability of the excavation, such as rainfall, vibration caused by passage of equipment or mine blasting, etc. Inspections shall be documented and made available for review.

9.14.7 After the Work is Complete

As soon as work is completed, backfilling shall take place as the shoring is dismantled. Workers shall remove the shoring from the bottom up, taking care to release jacks or braces slowly. In unstable soil, ropes will be used to pull out the jacks or braces from above.

9.14.8 Drilling Operation

The drilling area shall be inspected for hazards before starting the drilling operation. Drilling operations in proximity to buildings, facilities or buried services may require an excavation permit or other means of documenting the hazards and controls.

Drill crews and other Personnel shall be directed to stay clear of augers or drill stems that are in motion.

When drill helpers assist the drill operator during installation or operation of a drilling rig, the helpers shall be in sight of, or in communication with, the operator at all times.

While in operation, drilling rigs shall be attended at all times.

Drill steel, spare parts and tools shall be safely stored in racks or receptacles on the drill rig when not in use.

NO ONE will drill from positions that hinder their access to the controls or from insecure footing or staging.

Drilling equipment shall be inspected at the start of each shift and any defects noted shall be corrected before the equipment is used.

Before each drilling cycle is started, warnings shall be given to workers in the area around the drilling operation.

During a lightning storm, the site-specific procedures for evacuation and safety must be followed.

Respirators are required for Dry Drilling operations.

9.15 Personal Protective Equipment (PPE)

This section establishes the minimum requirements of Personal Protective Equipment (PPE) to be used. As applicable, equipment complying with OSHA/MSHA/NIOSH/ANSI criteria shall be used. The type of PPE used is dependent on exposure to hazards and Coeur Mining Inc.'s requirements.

Examples of PPE used include:

- Head Protection (hard-hat)
- Eye Protection (safety glasses, goggles, shields)
- Ear / Hearing Protection (ear plugs, ear muffs)
- Foot Protection (Steel toe or Metatarsal-site/area specific)
- Hand Protection (gloves)
- Breathing Protection (dust masks, respirators)
- Clothing (shirts, pants)
- High Visibility Gear (vests, reflective stripes)
- Seat Belts in all vehicles and equipment
- Fall Protection Gear

All contractors are responsible for providing and ensuring use of the required PPE.

Each work area will be reviewed as to the hazards present, and appropriate PPE to control these hazards will be provided.

Wearing jewelry, watches, rings, necklaces etc. is not recommended within maintenance shops and any other areas where moving parts or equipment is located and/or where chemicals are being used.

Personal protective equipment shall be destroyed when worn out or if it has been altered in any manner to reduce its effectiveness.

9.15.1 Head Protection

The wearing of approved, non-conductive, safety hats is required in all project areas 100% of the time except in offices. Refer to ANSI Z89.1, "Safety Requirements for Industrial Head Protection."

Aluminum hard hats are not allowed.

All PPE shall be visually inspected by the Contractor before use and after any event which may have adversely affected the integrity of the PPE.

There are working-life limits to hard-hat. Effectiveness will degrade over time. Useful life is 5 years for shell and 1 year for suspension. Every shell has a date stamp.

There may be restrictions for allowable head gear used under hard hats. Check with site safety personnel.

9.15.2 Eye Protection

For Eye protection PPE includes safety glasses, goggles, and face shields. Individual sites may also require side-shields or wrap-around safety glasses. Check with site safety personnel.

Safety glasses will be provided by the Contractor and are mandatory always.

Approved safety glasses meet ANSI specification Z87 and must be so stamped on the glasses, or otherwise verified.

Mirrored and dark safety lenses are prohibited indoors.

All work areas require 100% eye protection 100% of the time. There may be variances and specific rules for office work and office activities.

The Contractor shall ensure that the eye protection equipment is adequate and meets all applicable standards.

Additional eye and face protection (goggles or face shields) shall be worn by employees when:

- Welding, burning or cutting with torches
- Using abrasive wheels, grinders or files
- Chipping concrete, stone or metal
- Working with any materials subject to scaling, flaking or chipping
- Drilling or working under dusty conditions
- Abrasive or water blasting
- Working on energized electrical circuits or switchboards
- Using tools such as nail guns or similar fastening tools
- Working with compressed air or other gases
- Working with chemicals or other hazardous materials
- Working near any of the operations listed above

When a specific job requires the use of goggles and/or face shield, approved safety glasses are still used in conjunction with the addition eye protective gear for dual eye protection barriers.

9.15.3 Hearing Protection

Hearing Protection is required above specified decibel levels. Hearing protection includes various insert or plug types and muffs.

Insert or plug types must be properly inserted.

There are noise dampening muffs on the market.

Muffs shall be used in conjunction with ear-plugs for dual hearing protection.

Muff alone are not sufficient to reduce noise exposures.

9.15.4 Foot Protection

Hard-toed leather work boots/shoes that meet ANSI standard, or equivalent standard, are required.

Bare feet, tennis shoes, sandals, or other footwear that doesn't meet the standard of Hard-toed work boots are prohibited.

Metatarsal protection may be worn for certain operations, specifically when operating tamping equipment and when handling or carrying heavy tools or objects.

Only approved rubber boots with hard-toes are to be used for certain wet or chemical exposure activities.

As a best practice, some locations may require lace-up leather boots of a minimum height above the ankle for additional protection and support.

9.15.5 Hand Protection

As a best practice, some locations may require the use of gloves always and for all tasks in work areas.

Gloves must be appropriate for the task at hand.

Gloves must fit snugly and not be oversized and loose.

Some locations may require cut-resistant gloves for all cutting operations.

Specially designed gloves shall be provided and worn when handling hazardous objects or substances that could cut, tear, burn, be absorbed through the skin or otherwise injure the hands or health of workers.

9.15.6 Breathing and Lung Protection

The following practices detail requirements for respirator use to protect workers against the inhalation of harmful air contaminants:

- Development of a written respiratory protection policy for the selection and use of respirators that specifies which respirator to use under specific conditions.
- Development and implementation of procedures for medical evaluation of each worker required to use respiratory equipment (Note: Medical clearance is required prior to respirator use).
- An implemented respirator fit test program which is done at the time a respirator is issued to a worker, and annually thereafter for all respirators.

- Development and implementation of initial and annual training for workers on the proper use and limitations of respirators to be used for routine or emergency work, with training including respirator selection, functions and limitations of individual respirator types.

Each worker who will wear a respirator must have proof of medical clearance and documentation for their fit test which identifies the make, model, and size of respirator before being allowed to work in areas where respiratory protection is required.

Fit-check procedures must be understood and followed by each individual required to wear a respirator. This includes procedures and schedules for cleaning, disinfecting, storing, inspecting, repairing, discarding and otherwise maintaining respirators.

Workplace areas and job-specific tasks requiring respiratory protection must be identified and communicated to all Personnel.

Proper respirator fit requires user to be clean shaven to ensure proper seal of respirator to face piece.

Dust Masks may have some limited protection application. However, dust masks neither ensure protection against vapor or fumes nor protect from smaller sized particles. Dust masks do not take the place of Respirators for the needed protection in these circumstances.

Wear Respirators always when the hazards and conditions require. There can be immediate and deadly impacts from inhalation of harmful vapors. Longer-term cumulative adverse impacts from inhalation exposures can be harsh, detrimental to quality of life or be life threatening.

9.15.7 Clothing

Tank-top or sleeveless shirts and short pants are prohibited.

Long sleeve shirts are recommended and long pants are required to prevent sun-burn and provide general skin protection from workplace hazards.

Contractors working with or around electrical equipment are required to wear flame and arc flash resistant clothing.

Contractors working around chemicals or chemical products may be required to wear specialized clothing. See the chemical Safety Data Sheet (SDS) for additional information.

9.15.8 High Visibility Gear

Clothing with reflective tape is mandatory in underground operations.

Coeur Mining sites have extended high visibility requirements to surface operations and some form of high visibility marking is mandatory (reflective tape, reflective clothing, and safety vests).

High Visibility safety vests are common. Caution should be taken when wearing safety vests to ensure that loose-fitting vests do not become a catching or entanglement hazard.

9.15.9 Seat Belts

The use of seat belts in all vehicles is a first-line defense against personnel injury and is rightfully considered life-protecting PPE.

Use of seat belts, properly worn and adjusted, is mandatory when operating or riding as a passenger in any vehicle or equipment.

With a seat belt on, operators stay in the vehicle during an incident and the odds of survival and protection from injury are greatly increased.

Seat belt condition and operability should be part of normal pre-operation vehicle inspections.

9.15.10 Additional PPE

Other required PPE to be used under unusual circumstances such as high temperature work, handling corrosive liquids, etc., not specifically covered in this section shall be reviewed by the Contractor and PPE will be furnished by the Contractor when required.

9.16 Fire Prevention and Protection Requirements

Hazard or orientation training programs should include training on basic rules of fire prevention, awareness of fire hazards, operation of fire extinguishers, location and inspection of fire extinguishers, and fire emergency response and evacuation procedures.

The operation and maintenance of temporary heating equipment shall create no fire hazards. Only smokeless fuels shall be used for heating purposes.

Clothing and gloves may not be dried by placing them on or near heaters.

All flammable and combustible materials shall be stored and handled with due regard to their fire characteristics.

Flammable liquids shall be stored in an approved manner and dispensed only in approved self-venting metal safety containers. All containers must be labeled with name of the contents and with the hazard class.

Welding gases shall be stored in isolated areas and segregated by type of gas.

Lumber shall be stored as far as possible from any source of ignition.

Grounding shall be installed for fuel storage tanks or skids.

As a best practice, where equipment is refueled at storage tanks or skids, bonding straps shall be provided, and the equipment and the fuel tank shall be physically bonded during the refuel process.

Access to the work area and its perimeter shall be maintained for use by firefighting vehicles and equipment.

Open fires or sources of ignition shall not be allowed within 50 feet of the storage or use locations of flammable or combustible materials.

All heaters shall be in proper working order and UL-listed or equivalent. A tip-over shut-off device shall be included for space heating equipment.

All electric power tools and portable heaters shall be inspected prior to use on site to include insulation, grounding, plugs, casings, etc., and shall be marked according to site protocols to indicate a current inspection for use.

Firefighting equipment will be provided in all areas where combustible materials are present. Only trained personnel will be allowed to use firefighting equipment if the need arises.

Fire extinguishers should be of the type and classification appropriate to the potential fire type.

Firefighting or fire protection equipment shall be replaced immediately after use.

Fire extinguishers will be visually inspected and documented monthly. Defective units are to be taken out of service. A current inspection tag will be displayed on each extinguisher. Each extinguisher will have an annual inspection and certification. (Fire extinguishers should also be part of daily workplace examinations.)

Smoking or open flames are prohibited in locations where flammable or combustible materials are stored, such as paint shops, fuel stations, carpenter shops, fuel trucks and other restricted areas. "No Smoking or Open Flames" signs will be posted and visible from all sides within 50 feet of these areas.

Flammable and combustible materials will be separately and properly stored in approved safety containers. All such storage containers will be clearly identified with proper labeling.

Refueling of gasoline or liquid propane equipment while the motor is running is prohibited.

Waste cans with lids shall be provided for disposal of oily rags or other combustible materials.

All welding and cutting operations shall have fire extinguishers in the immediate area.

Mine sites may have specific rules that apply to portable or temporary fuel tanks. Requirements may include:

- Limits to tank sizes
- Minimum vents and vent sizes
- Clear labeling to identify the contents and hazard class.
- Tank location restrictions
- Spill containment measures
- " No Smoking" or "Open Flame" signs must be displayed within 50 feet of the area.
- Fire extinguisher requirements (Example: one 20-pound ABC fire extinguisher shall be provided within 25 feet of the storage tank.)
- Tank or storage vessels shall be protected from being hit, struck, or tipped over through the use of barricades, balusters or similar sturdy devices.

9.17 Crane Safety

9.17.1 Safety Guidelines

All cranes and cable rigged hoisting equipment shall have a current annual certification by an accredited third party. This shall be done prior to working and shall maintain a current annual inspection for the duration of the work.

Contractors shall maintain on-site documentation of an annual certification for each crane and associated rigging equipment brought onto the site. Certification must be kept current; re-certification will occur if the crane is damaged or the 12month certification period is exceeded.

Crane operators shall conduct a daily inspection of the crane, prior to use, to ensure that the crane is safe for operation. This inspection shall be documented and available for examination at any time.

Crane operators who possess a nationally recognized license or certificate will be required to provide evidence of their training, qualifications and competence.

Worn or damaged cables shall be a cause for taking the equipment out of service while being replaced.

Belts, gears, shafts, pulleys, sprockets, spindles, drums, fly wheels, chains, and reciprocating, rotating, or other moving parts or equipment shall be guarded if such parts are exposed or otherwise create a hazard. Guarding shall meet regulatory or recognized national standards.

Under no circumstances will anyone be allowed to ride the suspended load, hook or ball.

Under no circumstances will anyone be allowed to conduct work, or walk, beneath a suspended load.

Mobile Crane Setup will have controls and guidelines to include:

- Proper placement of the crane in relationship to the load to be handled and the landing area to obtain the best rated lift capacity.
- Proper placement and use of outriggers for all lifts except where the manufacturer allows otherwise.
- Determining the stability of the ground or footing.
 - Different type soils will give different load-bearing pressure. When setting up a crane, the qualified person must be able to distinguish between the three groups of soil, the appropriate mixture of each, their moisture content and their depth. Factors such as water tables and distance to excavation that affect the soil's ability to withstand the pressure without collapsing also must be considered.
- The installation and maintenance of crane swing radius protection.
- Anti-two-block devices are required on all cranes.
- The installation of a boom angle indicator on cranes that is readily visible to the operator.
- The weight of all auxiliary handling devices such as hoist blocks, headaches balls, hooks and rigging shall be considered as part of the total load.

No crane will be loaded beyond its rated capacity or used for other than its designed purpose.

A legible capacity chart specific for each individual crane, and easily visible to the operator, shall be in the crane during operation.

All crane maintenance will be performed in accordance with manufacturer's recommendations.

9.17.2 Procedures

The operator shall not engage in any practice that may divert attention while engaged in crane operations, and will never leave the controls when there is a load on the hook.

The operator shall not operate the crane if physically or mentally unfit, or if taking prescription drugs which may affect judgment or otherwise physically impair.

The operator shall not respond to any signal that is unclear or is given by anyone other than the appointed signal person (except for a stop signal given by anyone).

The operator shall have final responsibility and control over the crane operations. When there is any doubt as to safety, the operator shall have the authority to stop and refuse to handle the loads until safety has been assured. Any Manager, Supervisor or person attempting to bypass the crane operator's authority on this issue will be removed from the site.

The load shall be attached to the hook by means of slings or other approved devices, and no open hooks shall be used.

Hooks shall have functional safety latches.

Hooks shall not be changed, defaced or deformed in any manner. Hooks that have been exposed to excessive heat such as welding, burning, grinding, etc. will not be allowed on-site.

The operator shall position the hook over the load in a manner to prevent load swing.

The operator shall determine that the cable is properly seated in the drum and in the sheaves, the load line is not kinked, and multiple part lines are not twisted around each other.

During hoisting, the operator shall not suddenly accelerate/decelerate a moving load, allow the load to contact any obstruction, swing loads over personnel, or allow side loading or load dragging.

9.17.3 Rigging Requirements

All load rigging equipment shall be appropriately rated. Ratings shall be displayed on the device.

Rigging will only be completed by competent individuals who have received training on proper rigging techniques. Evidence of such training must remain with riggers during working hours.

All rigging equipment shall be inspected prior to each use. Damaged or defective slings shall be immediately removed from service and destroyed.

“Shop-made” grabs, hooks, clamps or other lifting devices are prohibited.

All rigging equipment shall have a safety factor of five.

Slings shall not be shortened by knots, bolts or other makeshift devices.

Loads handled by slings shall be landed on cribbing so that slings will not be pulled from under or crushed by the load.

Slings subjected to shock loading shall be immediately removed from use and destroyed.

Tag lines will be used with all lifting operations where additional stability may be necessary.

Repair to rigging equipment is prohibited. It shall be removed from service and destroyed or sent to the manufacturer for repair.

A thorough written inspection of slings, ropes and chains in use shall be made on a regular basis, but not less frequently than six months.

9.17.4 Working Platforms Suspended from Cranes

A permit may be required prior to using a crane for lifting personnel in a suspended platform. The platform must be certified by a professional engineer or the equivalent. The permit will be issued by the Contractor when it is determined that the use of the platform is the only feasible method of accomplishing the task. The safety checklist included with the permit will be utilized prior to hoisting personnel. Personnel and materials cannot be lifted together. A pre-lift meeting must take place prior to the lift and be documented. Fall protection must be in place according to regulatory, Coeur Mining and Contractor standards.

9.18 Environmental

Coeur maintains and implements an environmental management program through an Integrated Management System (IMS). This system is used to develop and implement the Coeur Environmental Policy and to manage environmental aspects. Coeur’s environmental policy provides the overall objectives of the Company towards environmental performance, for continual improvement, and to manage those activities or products that may interact with the environment.

Each contractor has a defined responsibility, role, and authority to prevent pollution and to assure proper utilization of available resources. These will be communicated to contractors within the Coeur contract agreement, as part of site specific training, and periodically during your work with Coeur. This will include site specific Environmental Awareness Training and a review of applicable environmental policies, significant environmental aspects, and relevant environmental controls or protection mechanisms. As part of a contractor's overall responsibilities, contractors will be provided information pertaining to:

- The importance of conformity with the environmental policy coupled with the environmental requirements of the IMS;
- Contractor roles and responsibilities to achieve and comply with Coeur environmental policy and state/federal environmental regulation; and
- The potential consequences of departure from the environmental policy and specific practices and/or procedures.

Contractor must comply with all relevant and applicable federal, state, and local laws and permits, Coeur Environmental Policy, and applicable site environmental procedures.

Modifications to Physical Structures and Surface Disturbance

Any proposed modification to: (1) an existing structure, containment, pipe, tank, liner, spill control or other feature; or (2) any proposed surface disturbance in non-active areas and undisturbed areas; must be reviewed and approved by the site's environmental group prior to commencement of such work. This is necessary to ensure that such modifications remain compliant with site permits and licenses and with any federal, state, or provincial regulation.

Waste Management

Contractor-generated waste shall remain segregated from Coeur's facility waste unless otherwise specifically authorized in writing in the contract. All such waste materials shall be characterized by the contractor to determine if they are classified as hazardous according to all applicable Federal, State, Provincial regulations and/or local requirements. Any material characterized as a "hazardous waste" will remain the sole responsibility of the contractor. The contractor is responsible for its appropriate handling and required disposal. At a minimum:

- Hazardous wastes shall be handled in properly marked containers that are certified under applicable regulations (DOT, provincial, etc.) as appropriate, are in good non-leaking condition, are compatible with the contents; and are properly labeled, secured, and grounded.
- Hazardous waste containers in the U.S. shall be handled and stored in compliance with Resource Conservation and Recovery Act (RCRA) satellite accumulation requirements as approved by the site's Environmental Department or other prescribed in the contract.
- All containers of hazardous wastes shall be closed and secured except when adding wastes;
- It is the responsibility of the contractor and subcontractor to provide the appropriate training on hazardous waste handling and storage.
- All aerosol cans must be properly aspirated prior to disposal. The mines' Environmental Department can assist with this function.
- Notify the Environmental Department for proper management and disposal if universal waste is generated (i.e., used fluorescent/industrial lamps, mercury switches, used batteries, spent rechargeable batteries).
- All leaking containers or spills of hazardous waste shall be immediately reported to the site's Environmental Department.

Materials that are not classified as hazardous waste and consistent with the contracted terms may be disposed in a Coeur on-site landfill (if present and active) as directed and approved by the mine's environmental manager. Waste disposal activities at a Coeur landfill shall comply with all requirements indicated on posted signs and established by the site. However, the following wastes are not allowed to be disposed within a site's on-site landfill (list subject to change):

- Liquid waste of any kind.
- Non-alkaline batteries.
- Hazardous waste.
- Aerosol cans that have not been punctured and drained.
- Drums that have not been drained and crushed.
- Petroleum wastes or petroleum-contaminated soils.
- Putrescible materials (i.e., animal carcasses).

Prior to disposal as solid waste, such materials shall be properly collected and temporarily stored in appropriate trash cans, bins, or dumpsters. All trash containers shall be properly labeled, identifying the contents. Such waste will not be incinerated on Coeur property. Contractors and subcontractors are responsible for cleaning up litter and trash around their work area. No material is to be abandoned at the site. In addition, no waste transporters, disposers, recyclers, or scavengers will be allowed onsite without prior approval from Coeur.

Material and Chemical Management

Prior to bringing any chemical products onto Coeur sites, the contractor shall provide to the Coeur contractor representative a list of all chemical products proposed to be used on the Coeur site with copies of the product Safety Data Sheets (SDS). The list will include the product name, manufacturer and quantity of material to be stored onsite. The list shall be reviewed and approved by the mine's Environmental Department prior to bringing such materials onsite. The contractor will maintain a copy of all SDSs readily available while onsite. Unused product must be removed from the site by the contractor when the project is complete.

The contractor will also be required as appropriate and depending upon the nature of the work, to establish a Petroleum Management Plan or similar plan that conforms to the minimum criteria identified below. Site specific details regarding petroleum management, spill prevention, spill control, and spill countermeasures will need to be coordinated with the mine's Environmental Department.

- All petroleum tanks shall be above-ground tanks.
- All tanks shall have an approved secondary containment sufficient to contain 110% of the largest tank capacity in the containment and a 25-year/24-hour precipitation event unless otherwise specified.
- Lined berms are for horizontal above-ground tanks.
- An inventory of spill containment booms, solvent materials, hand tools and protective clothing to provide safe containment of spills and clean-up of spills.
- Fueling procedures and equipment that minimizes spillage during fueling operations.
- Minimize gasoline storage to the greatest extent possible by having light vehicles and other mobile equipment using gasoline-engine fuel at off-site fueling stations.
- Appropriate fire extinguishers are available.
- A disposal plan for all spilled fuels and soil and water contaminated by a spill as required by applicable permits and/or regulations.

Contractor shall take all prudent precautions and steps to prevent any release or spills of hazardous

materials. Contractor shall promptly notify the mine's Environmental Department of any release or spill of material to the environment, regardless of type or quantity.

Environmental Performance

The contractor's performance shall be monitored by the Coeur representative throughout the project relative to any environmental aspects. Performance monitoring may include actual environmental monitoring/sampling, work place reviews, and records review. This should be documented at regular intervals throughout the projects so the information can be easily referenced for the final evaluation and closeout by the Coeur representative.

Wildlife

Report all wildlife mortalities or incidents to the mine's Environmental Department. Do not move the animal. In addition, never feed wildlife at the mine site or harass, intentionally hurt or kill wildlife. Keep perimeter gates and gates at ponds closed. Report breaks in fencing to the Environmental Department.

Cultural Resources

Contractors shall not disturb any cultural resources. Any item over 50 years may be considered a cultural resource. Anyone who willingly removes, disturbs, defaces, or injures a cultural resource can be fined or imprisoned in accordance with state and federal regulations. Report any cultural resources to the Environmental Department and halt activities until approval to proceed is received.

Air Emissions

Fugitive dust from operations must be controlled. Water trucks are used to control fugitive dust on roads and vehicle speed should be reduced as warranted. Report fugitive dust to the Environmental Department.

Storm Water Management and Pollution Prevention

Coeur and its contractors will control storm water impacts and reduce soil erosion and sediment loading by utilizing Best Management Practices (BMPs). Storm water protection practices vary at each of Coeur's mine sites and specific measures/controls will be communicated to the contractor. Examples of BMPs and water pollution controls utilized by Coeur include:

Structural (Engineering/Design) Practices:

- Diversion channels
- Sediment traps
- Settling ponds
- Silt fencing
- Straw bales
- Berms, culverts and water bars
- Rip rap
- Concrete containment for tanks, facilities and loading areas

Procedural Practices:

- Good housekeeping
- Reclamation vegetation
- Proper spill clean-up (dry or wet)
- Proper containment and evacuation
- Proper disposal of debris
- Proper handling of bulk liquid transfers to avoid spills

Examples of activities that may result in Clean Water Act citations include (list not inclusive):

- Releases of chemicals to surface or groundwater
- Improper management of materials or waste resulting in a release to the environment
- Improper spill clean-up
- Improper indoor/outdoor storage of containers (leaking containers, open containers, containers not on containment)
- Lack of adherence to the site's Storm Water Pollution Prevention Plan
- Improper control of storm water "run-on/run-off" at the site

9.19 Motor Vehicles and Heavy Equipment

There will be specific training and operating requirements for the variety of motor vehicles and heavy equipment on each site. Only authorized and trained individuals shall be allowed to operate heavy equipment.

Contractors and Contract Employees must ensure adequate task-training and operational proficiency. Neither Supervisors nor Employees should ever operate a piece of equipment if not fully task-trained and signed off to do so. Refer to specific Coeur Mining Inc.'s and MSHA task-training documentation requirements.

Vehicles and heavy equipment brought on-site shall be inspected, tested and certified to be in safe operating condition at the beginning of each shift. Coeur Mining may require a thorough inspection prior to allowing on site. The results of this inspection and corrective action will be documented. Record retention of these Pre-Operation Inspections will be as stipulated.

The use of seat belts at all times and in all mobile equipment is mandatory. Put the seat belt on before placing the vehicle in gear.

All motor vehicles shall be equipped with the equipment noted in the vehicle equipment checklist available from Coeur Mining Inc. This spreadsheet specifies requirements for all vehicles brought onto site.

Some Coeur sites require horn warnings prior to movement. Standard horn warnings are:

- One honk – ten second wait /delay – to start motor.
- Two honks – ten second wait/delay – to move forward.
- Three honks – ten second wait/delay – to move backward.

No personnel shall be allowed to get on or off moving vehicles or equipment.

Heavy machinery, equipment, or parts thereof which are suspended or held aloft by use of slings, hoists, or jacks, shall be substantially blocked or cribbed to prevent falling or shifting before anyone is allowed to work under or between them.

Bulldozer and scraper blades, front-end loader buckets, dump bodies, and similar equipment shall be either fully lowered or blocked when being repaired or when not in use. The motor should be stopped, key removed and unit tagged "Do Not Operate", brakes set, and wheels chocked.

Engines shall be shut off with the operator outside of the cab during fueling or maintenance operations and when left unattended.

Trip handles for tailgates of dump trucks and heavy equipment shall be arranged so that, in dumping, the operator will be clear.

No persons shall be allowed to ride in the bed of a truck unless seats, seatbelts, and roll-over protection are provided.

Rollover protection (ROPS) and falling objects protection (FOPS) shall be in place as specified by federal, regional, or local regulations or as specified by the individual site. Refer to the required vehicle equipment document.

Rollover and falling object protection is design to protect the operator and maintain the safe integrity of the cab. Stay in the cab during an incident. Keep your seat belt on at all times.

No vehicle shall be driven at a speed greater than the posted speed limit for the property. Regard for weather, traffic, width of intersections, character of the roadway, type of motor vehicle, and other existing conditions may reduce this maximum speed limit. When operating a vehicle in the vicinity of mine or heavy highway equipment, maintain a minimum safe following distance in accordance with site requirements and always drive defensively.

Requirements for fire extinguishers in vehicles, and available for operator use, will be per Contractor and Coeur site-standards.

Haul roads will be used only when no other means of access is available. Contractors driving within the active mine area shall have current, site-specific driver training. When haul roads are being used, emergency vehicles, haul trucks and all heavy equipment shall have the right-of-way at all times.

No vehicle or heavy equipment shall cross over the top of power cables or pipes except at designated crossings.

9.20 Blasting

Only qualified personnel with special training and knowledge are allowed to handle explosives. In the U.S., blasting is regulated by the U.S. Department of Alcohol, Tobacco and Firearms (ATF) and whenever blasting is required, all federal, regional, local requirements shall be met or exceeded.

All contractors who will be blasting during the course of the contract must review and adhere to the Blasting guidelines and controls established by Coeur Mining Inc.

The Contractor will provide Coeur Mining Inc. with a copy of the blasting permit for the operations.

The Contractor must submit a security plan for the control of explosives and blasting for review and approval by Coeur Mining Inc.

9.21 Confined Space Entry

9.21.1 Definitions

Acceptable Entry Conditions - The conditions that must exist in a confined space to allow entry and to ensure that Employees involved with a confined space entry can safely enter into and work within the space.

Attendant - (Sometimes referred to as “Stand-by Person”) an individual stationed outside a permit required confined space who monitors the authorized entrants and who performs all the attendant duties assigned in the confined space program. An attendant will watch only one space at a time. This responsibility can be rotated. The attendant shall never break the plane of the entrance into the confined space nor shall they leave their post unless relieved by another attendant or the entrants exit the space.

Authorized Entrant - An Employee who will be entering the confined space and is aware of the hazards, PPE requirements, acceptable entry conditions, and communication procedures prior to entry.

Confined Space - A space that is large enough and so configured that a person can bodily enter and perform assigned work; has limited or restricted means for entry or exit (e.g. tanks, vessels, silos, storage bins, hoppers, vaults, etc.); and is not designed for continuous occupancy by any personnel.

Emergency - Any occurrence, including any failure of hazard control or monitoring equipment, or event internal or external to the permit space that could endanger entrants or attendant.

Engulfment - The surrounding and effective capture of a person by a liquid or flowing solid.

Entry - The action by which a person passes through an opening into a confined space. Entry includes ensuing work activities in that space and is considered to have occurred as soon as any part of the entrant’s body breaks the plane of an opening into the space.

Entry Permit - The written document provided by the Entry Supervisor to allow and control entry into a permit required space. Permit must be posted at the entrance of the space and will have an established valid timeframe. Copies of permits will be retained for record and verification purposes.

Entry Supervisor - The person responsible for evaluating and identifying entry conditions, authorizing entry, overseeing entry operations, and for terminating entry. The Entry Supervisor may or may not have the formal title of supervisor. An Entry Supervisor may also serve as an attendant or as an authorized entrant as long as that person is trained and equipped as an authorized entrant. Also the duties of the Entry Supervisor may pass from one individual to another during the course of the entry operation.

Hazardous Atmosphere - An atmosphere that may expose Employees to the risk of death, incapacitation, impairment of ability to self-rescue, injury or acute illness from one or more of the following:

- Flammable gas, vapor, or mist greater than 10% of the lower flammable or explosive limit (LFL or LEL).

- Airborne combustible dust at a concentration that meets or exceeds its LFL. (This concentration may be approximated as a condition in which the combustible dust obscures vision at a distance of 5 feet or less.)
- Atmospheric oxygen concentration below 19.5% or above 23.5%.
- Atmospheric concentration in excess of the occupational exposure limit for any substance that is capable of causing death, incapacitation, impairment of ability to self-rescue, injury, or acute illness due to its health effects and which could result in Employee exposure in excess of its dose or permissible exposure limit.
- Any other atmospheric condition that is immediately dangerous to life or health (e.g. heat).

LFL / LEL (Lower Flammable Limit / Lower Explosive Limit) - The minimum concentration of a gas, vapor or dust in air (expressed in percent volume), which will ignite if an ignition source is present.

Permit Required Confined Space - Means a confined space that has one or more of the following characteristics:

- Contains or has a potential to contain a hazardous atmosphere.
- Contains a material that has the potential for engulfing an entrant.
- Has an internal configuration such that an entrant could be trapped or asphyxiated by inwardly converging walls or by a floor which slopes downward and tapers to a smaller cross-section.
- Contains any other recognized serious safety or health hazard.

Qualified Person - An individual who, through combined education, training, experience, and process knowledge, has demonstrated that he/she is capable of recognizing, evaluating, and effectively identifying controls to reclassify confined spaces.

Retrieval System - Equipment (including a retrieval line, full-body harness, wristlets if appropriate, and a lifting device or anchor) used for non-entry rescue of persons from permit spaces.

9.21.2 Contractor Responsibilities

The Contractor must have a written confined space entry procedure and an implemented program in place which meets all applicable regulatory and Coeur site-specific requirements.

The Contractor should have a Confined Space Entry Permit. Coeur Mining will accept the Contractor's permit or provide the site's permit to use on their site.

Confined space entry includes a risk management plan that incorporates all safety-related aspects to the entry (e.g. ventilation equipment, lock-out/tag-out/try-out requirements, allowable concentrations of air contaminants, rescue plan, etc.).

Care must be taken to identify and evaluate the potential for conditions to change within the confined space as a result of the work being done (e.g. application of coatings, welding, removal of sludge, etc.)

The Contractor must ensure that their Employees are trained in confined space operations, including applicable rescue simulations.

The Contractor will have a competent safety professional or other qualified person on site who is responsible for overseeing the aspects of this procedure.

The Contractor must have made provision to conduct atmospheric monitoring using their equipment. Where the Contractor conducts monitoring using their equipment, they must provide proof of calibration of monitoring equipment before use.

9.21.3 Entry Procedure for Permit Required Space

Define the acceptable entry conditions for the confined space. Document the basis for determining that all hazards in a permit space have been controlled to a suitable level, by using the Confined Space Entry Permit. The document shall be posted at the entrance and made available to everyone entering the space.

Entry team must evaluate the space using the hazards checklist on the Confined Space Entry Permit and through hazard identification determine the actual or potential hazards created by the work activities in the space and put in place the appropriate controls.

Prevent unauthorized or accidental entry into the space by placing temporary railing, cones or other devices around the space opening.

Identify and isolate or eliminate all energy sources that could enter the space. Energy sources are not limited to electrical hazards and can include fluids, mechanical hazards, stored energy, etc.

Designate authorized entrants, attendants, and an Entry Supervisor. All must be must be trained in confined space entry, including training on their role on the entry team (Entry Supervisor, Attendant, or Entrant).

At least two persons shall be assigned to the confined space work with one person acting as the attendant outside the confined space, one person working within, with one of them assuming the duties of Entry Supervisor.

The Entry Supervisor will perform a pre-task meeting for all Entrants, Attendants, and any other Personnel who may affect conditions of the confined space to explain the hazards, acceptable entry conditions, required PPE, testing and communication procedures.

Rescue services shall be notified of the planned entry to ensure availability and to inform them of location and hazards involved. If rescue services are not available the confined space entry may not continue.

Purge, flush or ventilate the permit space as necessary to eliminate or control atmospheric hazards. These activities must be performed from outside the confined space. Ventilate continuously whenever the work inside the space will put contaminants into the air; for example sandblasting, painting, solvent cleaning, welding.

Test the atmosphere immediately prior to entry and conduct monitoring continuously while persons are inside the confined space.

9.21.4 Qualified Person Responsibilities

The Qualified Person:

- Classifies each confined space relative to the need for an entry permit.
- Trains Entry Supervisors in their responsibilities and duties in connection with the confined space entry programs.
- Reviews and approves the selection of all personal protective equipment and instrumentation.
- Audits confined space entry program execution.
- Conducts initial monitoring of the atmosphere of the confined space with an acceptable analyzer, and ensures that instruments are properly maintained and calibrated.
- Identifies any tasks to be performed within a confined space that could create a hazardous atmosphere.
- Provides the Confined Space Entry Permit.
- Reviews provisions of the entry permit with Entry Supervisor, Attendants and Entrant Personnel prior to entry.
- Instructs Personnel and directs the execution of the confined space entry according to established procedures.
- Assures that proper personal protection equipment is provided and used as required.
- Ensures that all confined spaces under their control are identified and properly labeled.
- Trains all personnel involved in confined space entry and emergency rescue procedures, ensuring that the training is specific to the configuration, hazards, attributes, and controls of each type or class of confined space (by type or class, it is meant to differentiate between dissimilar spaces such as pits, vaults, vessels, chambers, tanks, etc.).
- Has available rescue equipment in the event of an emergency.
- Stops work at any time he or she suspects the permit is being violated, or conditions have changed inside the confined space.
- Ensures that the Contractor's Confined Space Entry Program complies with applicable federal, regional, or local regulations and the provisions of Coeur Mining.
- When the entry has been completed, verifies that all personnel and equipment have been removed from the confined space and signifies that the space may be prepared for return to service.

9.21.5 Entry Supervisor Responsibilities

The Entry Supervisor:

- Ensures compliance with this Permit and procedure.
- Conducts a Hazards Identification / Risk Assessment at the start of each confined space entry activity. This includes hazards which may result from activity within the confined space.
- Ensures that all persons involved with the confined space entry program are properly trained.
- Conducts the pre-entry meeting to ensure complete communication with all involved or impacted.
- Provides necessary resources and equipment needed to implement and maintain the confined space entry program.
- Provides the following equipment as necessary for safe work:
 - Personal Protective Equipment (skin, hearing, respiratory, eye protection)
 - Full body harness
 - Retrieval lines
 - Lighting equipment rated for explosive atmospheres if the potential for explosive atmospheres exist.
 - Ladders, ramps or other effective means for proper egress
 - Testing and monitoring equipment
 - Ventilation equipment
 - Communication equipment
 - Rescue and emergency equipment
 - Any other equipment necessary for safe entry into permit spaces
- Takes effective measures to prevent unauthorized personnel from entering the permit spaces.
- Verifies that all procedures and equipment listed on the permit are in place and that acceptable entry conditions are met.
- Verifies that rescue services have been notified and are available, and that the means for summoning them are operable.
- Authorizes entry by signing the entry permit after all conditions for safe entry have been met.
- Posts the completed, signed permit at the entrance to the space.
- Ensures that conditions remain acceptable throughout the duration of the entry.
- Terminates the entry and cancels the permit when entry operations covered by the entry permit have been completed or when uncontrolled hazards arise in or near the permit space.
- Maintains each original canceled permit according to records requirements.

9.21.6 Attendant Responsibilities

The Attendant (Stand-by Person) will:

- Be familiar with the controlled or potential hazards of the confined space during the entry, including route of exposure for chemical hazards, e.g.,

inhalation, skin absorption, etc.; and signs, symptoms, and consequences of over exposure.

- Be familiar with the currently defined “acceptable entry conditions” for the confined space.
- Look for any behavioral changes as a result of the effects of exposure to authorized entrants.
- Be capable of speaking and communicating effectively with the all that are working in the confined space and with potential rescuers.
- Continuously maintain an accurate count of authorized entrants by name in the permit space.
- Remain outside the permit space until relieved by another attendant, and/or job activities are completed.
- Communicate with the authorized entrants as necessary to monitor entrant status and to alert the entrants of the need to evacuate the space.
- Monitor activities inside and outside the space. Evacuates the space immediately when any one of the following is detected:
 - Non-acceptable entry condition
 - Behavior changes in entrants
 - A situation outside the confined space that may endanger the entry team
- Keep unauthorized personnel from entering or approaching the permit space
- Perform no other work duties that might interfere with the attendant’s primary duties of monitoring and protecting authorized entrants.
- Be present and tend any retrieval lines.
- Ensure that entrants’ lifelines remain taut when entrants enter bins, hoppers, silos, tanks, and surge piles where unconsolidated material is stored, handled, or transferred.
- Summon rescue / emergency services as soon as the attendant determines that entrants may need assistance to escape from a permit space hazard.

9.21.7 Entrant Responsibilities

The Entrants will:

- Be familiar with the controlled or potential hazards of the confined space during the entry, including route of exposure for chemical hazards, e.g., inhalation, skin absorption, etc.; and signs, symptoms, and consequences of over exposure.
- Be familiar with the currently defined “acceptable entry conditions” for the confined space.
- Communicate with the attendant.
- Alert the attendant whenever the entrant recognizes any warning sign or symptom of exposure to a hazardous situation, or the entrant detects a prohibited condition.
- Exit from the permit space whenever:

- Atmospheric monitor detects an atmosphere that falls outside of the acceptable entry conditions.
- The monitor stops functioning normally.
- An uncontrolled hazard is suspected or observed.
- An entrant experiences signs or symptoms of exposure to hazards.
- The communication link between the entrant and attendant is broken.
- When conditions outside the space threaten the entrants or attendant.
- The attendant calls for an evacuation.
- Some Confined Space Permits (or site policy) require each authorized entrant into a permit required confined space shall use a full body harness with attached retrieval line at all times. The retrieval line use is to assist with possible rescue, but it must not create an additional hazard during the entry.
- Entrants must utilize a lifeline and a body harness when entering bins, hoppers, silos, tanks, and surge piles where unconsolidated material is stored, handled or transferred. Self-retracting lifelines that rely upon fall speed in order to lock must not be used. Anchor points must be selected to ensure that the user's torso remains above the original level of the material.

9.21.8 Air Monitoring Procedures

Monitoring equipment shall be examined prior to use by performing a "bump test", checking batteries, alarm settings, and calibration dates, etc. Air monitoring equipment will be calibrated per the manufacturer's recommendations. A record will be kept by the individual making the calibration.

Prior to any person entering a permit required confined space, pre-testing of the atmosphere inside the confined space must take place. Continuous testing shall continue while persons are inside the confined space. All confined space atmospheres must be pre-tested for:

- Oxygen Deficiency or Enrichment: Confined spaces containing less than 19.5% oxygen shall be considered as oxygen deficient and hazardous. Entry shall not be made without breathing air provisions in place. Oxygen content over 23.5% shall be considered oxygen enriched and hazardous. Entry shall not be made.
- Flammable Gases: Flammable gases may be present in a confined space that contains acceptable levels of oxygen, and toxic levels below exposure limits. Flammable gases such as acetylene, butane, propane, hydrogen, hydrogen sulfide, methane, natural or manufactured gases or vapors from liquid hydrocarbons can be trapped in confined spaces, resulting in a flammable or explosive atmosphere. An atmosphere shall be considered as flammable or potentially flammable or explosive if pre-entry tests show a concentration greater than ten percent (10%) of the lower explosive limit (LEL) of the flammable gas.
- Toxic Gases /Substances: If a toxic gas/substance is determined to be in the confined space a Safety Data Sheet (SDS) or other chemical information should be consulted for assistance in determining what type of personal

protective equipment is required, the potential health effects, the Permissible Exposure Limits, and any other information needed to safely conduct the work.

All permit required confined space atmospheres must be pre-tested at a minimum of three levels (top, middle, bottom) prior to any entry. This is necessary for the potential for layering of heavy and light gases and vapors.

If a potentially hazardous atmosphere exists in a space, prior to opening the cover, test the atmosphere around the opening, then gradually release/open the access-way while testing. If conditions indicate a risk to the person conducting the evaluation, back away to a safe point, then resume testing once levels have reached safe values. Pre-testing of the atmosphere should be through small cover openings or by cracking open the cover and utilizing a probe suction line attachment with the monitoring instrument.

If work has been interrupted for any time (e.g. lunch break), all air monitoring procedures outlined herein must be repeated before work is resumed.

Continuous monitoring of permit-required confined spaces is required anytime persons are inside the confined space.

For larger or more complex situations, an alternative is to utilize individual monitors that each entrant wears into the space.

Tanks or cylinders of compressed gases (acetylene, oxygen, etc.), other than breathing air, are prohibited in confined spaces. Hose extensions, etc. shall be used when welding or cutting is required.

9.22 Conditions of Immediate Danger to Life or Health

9.22.1 Definitions

Immediate Danger to Life or Health (IDLH) - Any condition that poses an immediate or delayed threat to life that would cause irreversible adverse health effects or that would interfere with an individual's ability to escape unaided from any work area or any confined space. Guidance on IDLH values is available from Safety Data Sheets and regulatory agencies.

IDLH Conditions – Any conditions or spaces that have an atmosphere that is oxygen deficient (less than 19.5%) or enriched (greater than 23.5%), or a flammable mixture that is greater than 10% of the LEL, or when toxic gases have reached their IDLH limits.

9.22.2 IDLH Procedures

Work areas or confined spaces with an immediate danger to life or health (IDLH) should not be entered without taking the special precautions below.

Situations may come up where it is necessary to enter an IDLH, such as entry to rescue (performed only by a properly trained and equipped emergency rescue team) or to prevent serious environmental or production disruptions.

In these cases, all feasible efforts must be made to eliminate the IDLH atmosphere, such as purging with air or an inert gas, or by ventilating the space.

If all feasible efforts to eliminate the IDLH atmosphere are not successful and an IDLH space must still be entered, expert qualified persons in conjunction with senior management must be engaged in the approval and authorization process.

If entry is deemed necessary then a plan of action will be developed and documented with a permit meeting the requirements defined below.

9.22.3 IDLH Entry Requirements

IDLH Entry requirements are more rigorous and stricter requirements than Confined Space Entry requirements. Special training applies.

Use of any electrical equipment in areas where a flammable atmosphere exists must be intrinsically safe. This determination is made during the pre-entry atmosphere survey. An atmosphere reading 10% of the lower explosive limit (LEL) shall be considered a flammable atmosphere for these purposes.

Entrants must use respiratory protection that is pressure demand or positive pressure self-contained breathing apparatus (SCBA), or a pressure demand or positive pressure supplied-air respirator with auxiliary SCBA and skin protection that is appropriate for the IDLH atmosphere.

One trained attendant or, when needed, more than one trained attendant is located outside the IDLH atmosphere.

Visual, voice, or signal line communication is maintained between the entrants and the attendants located outside the IDLH atmosphere.

A backup rescue team is located immediately outside the IDLH atmosphere, and is trained and equipped with the following in order to provide prompt and effective emergency rescue:

- Pressure demand or positive pressure SCBAs, or a pressure demand or positive pressure supplied-air respirator with auxiliary SCBA.
- Appropriate skin protection for the IDLH atmosphere.
- Appropriate retrieval equipment for removing the Personnel who enter these hazardous atmospheres where retrieval equipment would contribute to the rescue and would not increase the overall risk resulting from entry.

9.23 Energy Isolation and Controls (Lock-out/Tag-out/Try-out)

9.23.1 LOTOTO Definitions

Affected Employee – An Employee whose job requires him or her to operate or use a piece of equipment on which service or maintenance is to be performed under lock-out/tag-out/try-out, or whose job requires them to work in an area in which such servicing or maintenance is being performed.

Authorized Employee – An Employee who places a personal lock on equipment isolation devices in order to perform servicing or maintenance on the equipment. An Affected Employee becomes an Authorized Employee when that their duties include performing maintenance or service.

Qualified Employee – An Employee trained in and familiar with the operation and safety hazards of the equipment being worked on. By extension, a Qualified Employee also:

- Is capable of recognizing hazards associated with the work Is capable of avoiding hazards associated with the work.
- Is capable of and approved to perform energy isolation and dissipation.
- Is capable of and approved to perform energy measurement/testing or tryout.

Energy Source – Any source of electrical, mechanical, hydraulic, pneumatic, chemical, thermal, or other energy.

Energized – Connected to an energy source (electric, hydraulic, pneumatic, chemical, or mechanical) or containing residual or stored energy.

Energy Isolating Device – A mechanical device that physically prevents the transmission or release of energy, including but not limited to the following: a manually operated circuit breaker, a disconnect switch, a manually operated switch by which conductors of a circuit can be disconnected from all ungrounded supply conductors, a line valve, a block, or any similar device used to isolate or block energy. Push buttons, selector switches, and other control type circuitry devices are not energy isolating devices.

Lockout – The placement of a lockout device on an energy isolating device ensuring that the energy isolating device and the equipment being controlled cannot be operated until the lockout device is removed.

Lockout Device - A device that uses a positive means such as a lock, lock box, chain, cable, multi-lock hasp, etc. to hold an energy isolating device in the safe position and prevent the release of an energy source.

Lockout Identification Tags – Identification tags that will be secured to the lockout device and withstand a 50-pound pulling force. They also must withstand the environmental conditions in the workplace. The identification tags or information on the lock will contain a suitable warning notice and a statement prohibiting unauthorized operation of the disconnecting means and removal of the tag. The tag will have the identity of the individual applying the lock.

Personal Lock – An individually keyed lock or set of locks used for personal protection, for which there is only one key. When these locks are placed, the key must be under the exclusive control of the individual performing the service or maintenance. These locks will be standardized by color, shape or size at each site and not used for any other purpose.

Tryout/Test out – Verification that all energy sources have been properly isolated, dissipated or controlled.

9.23.2 Policy and Procedures

All Three key elements are required for energy isolation and control where the unexpected energizing and unrestricted release of energy could cause an incident.

The three elements are Lock-out, Tag-out, and Try-out.

These elements shall be used to take personal responsibility for isolating, locking out and tagging out (LOTO) equipment. Additionally, safe procedures require the step of trying out / testing out equipment, and thus energy isolation and control is better expressed as “LOTOTO”.

The intent of LOTOTO is not to proceed with work until action has been taken to eliminate or control all hazard / energy exposures to the extent that an incident will not occur.

A written Energy Control Policy with procedures encompassing the three key elements is required of contractors while working on Coeur Mining sites. This Policy will have procedures for training, permits, isolation and risk control.

LOTOTO apply to all forms of energy, including, but not limited to: electrical, pneumatic, hydraulic, mechanical, chemical, and potential energy.

LOTOTO policies and procedures apply to all Contract Employees, as well as any Coeur Mining Inc. Employees working in conjunction with the Contractor.

10.0 Hazardous Materials and Substances

10.1 Hazardous Material and Substance Inventory

All hazardous substances, including chemicals require prior approval from the health and safety and Environmental Department before being brought on site.

The Contractor shall provide a list of all hazardous materials and substances proposed for use for the contract along with the corresponding Safety Data Sheet for each of the anticipated site quantity, and the location. This shall be made available to Coeur Mining Inc.

The list of SDSs shall be updated on an ongoing basis. Substances previously not included in the initial submittal are subject to site approval and must undergo review before being brought onto the property.

Care shall be taken to select and use materials which can successfully accomplish the required work with minimal health or environmental impact

The Contractor shall remove all hazardous substances from the site immediately upon completion of the work involving the substances. In the contract, Coeur Mining Inc. may stipulate a specific time frame for removal.

10.2 Safety Data Sheets

In addition to maintaining the hazardous material list, contractors must maintain the most current Safety Data Sheet provided by manufacturers and distributors.

Should the contractor not receive a SDS from the manufacturer or distributor, one must be requested and obtained.

SDS copies are to be available at the work site for review by any Contractor, Employee, Regulator or Coeur Mining Inc.

10.3 Container Labels

Contractors must ensure that existing labels on incoming containers are not removed or defaced and that such containers are clearly marked.

Each container shall be labeled with the identity of the chemical, the hazard warnings appropriate for employee protection and the name and address of the manufacturer.

Labels shall be legible, in English (plus any other language required), and prominently displayed.

10.4 Written Hazard Communication Program

Each Contractor shall establish a written hazard communication program that includes guidelines for obtaining and maintaining SDS, a hazardous materials inventory and proper container labeling.

It shall include a description of the any training to be given during orientation training and meet all regulatory requirements.

10.5 Employee Training

Contractors shall establish a training and information program for personnel exposed to hazardous chemicals in their work area at the time of initial assignment, whenever a new hazard is introduced into their work area and on an annual basis thereafter.

The training shall include:

- The use and application of specific materials and products which may present adverse exposure hazards to workers.
- The existence of a hazard communication standard and the requirements of the standard.
- The components of the hazard communication program in the workplace.
- Operations in the work area where hazardous chemicals are present.
- Location and use of the written hazard evaluation procedures, communications program, list of hazardous chemicals and the required Safety Data Sheets.
- Health effects and symptoms of over-exposure associated with the chemicals used.
- Safe operating procedures to prevent over-exposure.
- Explanation of labeling systems.
- Access to and explanation of SDS.
- Discussion of relevant or important sections of the SDS.

11.0 Occupational Health and Wellness

11.1 Approach to Occupational Health and Wellness

Occupational Health and Wellness requires a systematic approach to anticipating, identifying, evaluating, controlling, and monitoring workplace health hazards and exposures. These must

be assessed and monitored at a frequency that is specified by regulations and through an assessment process to determine the risks.

The objective of Occupational Health and Wellness programs is to optimize the health and well-being and eliminate degradation of any person's health resulting from work.

This can be accomplished by various methods including:

- Contractor selection
- Improving/monitoring Employee health
- Minimizing Employee turnover due to health and safety reasons
- Consideration of health issues outside the workplace

Effective Occupational Health and Wellness programs typically include:

- Health Leadership
- Health Policies
- Health Planning
- Health Risk Assessment
- Occupational Health and Wellness Practices and Activities

11.2 Hearing Conservation Program

Occupational noise exposures are identified and covered by Contractor Company, Coeur Mining Inc. and regulatory policies and rules.

Employee hearing will be protected in accordance with policies, procedures and accepted hearing conservation measures. There are very specific decibel exposure thresholds and limits.

Hearing conservation programs are mandated by regulation at specified noise levels. Refer to the United States Code of Federal Regulations 30 CFR Part 62 Occupational Noise Exposure for specific and comprehensive requirements.

The hearing conservation program will include a:

- Written hearing conservation plan.
- Determination of tasks and job assignments that could expose a worker to noise levels above the threshold of 85 decibels average (dBA) as a Time Weighted Average of 8 hours.
- Requirement for hearing protection wherever 85 dBA is exceeded.
- Requirement for dual hearing protection to be provided to workers who are exposed to noise levels at or above 105 decibels (dB).
- Implementing feasible engineering and administrative controls to reduce exposures to 85 dBA or less
- Training on the effects of noise exposure and the proper use of earplugs and earmuffs.
- Provisions for, and enforcement of, the use of adequate earplugs or earmuffs for Personnel that work in areas exceeding 85 dBA.
- Pre-exposure baseline and annual audiometric hearing tests for all workers exposed to noise at or above 85 dBA as a Time Weighted Average of 8 hours.
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12.0 Emergency Preparedness and Evacuation

12.1 Emergency Response/Evacuation Plan

All contractors have responsibility for developing and maintaining a current Emergency Response/Evacuation Plan for their Employees on site.

Contractors will develop a site-specific emergency response plan in coordination with the site-specific plans and procedures to include evacuation routes, rally point locations, emergency responders, communication plans, emergency alarms/signals and employee training.

An emergency or disaster is defined as an event or condition, which has the potential of causing bodily injury or harm to Personnel, degradation or harm to the environment, and/or significant damage to the plant and/or infrastructure. Common types of emergencies include fire, chemical release, and weather.

12.2 Emergency Responsibilities and Protocols

Upon declaration of an emergency, the alarm and assembly procedures will be implemented immediately. Emergency notifications will be by two-way radio unless otherwise specified by the individual mine site.

At the sounding of alarm, or communication of evacuation protocol, all personnel shall proceed to pre-designated assembly areas.

It is understood and expected that the response shall include actions to properly stop or shut down work in a manner that does not result in injury to workers or create the potential to worsen or escalate the emergency.

After securing their work (as appropriate to the situation), proceed in a calm, orderly manner to the assembly area.

Securing a work area includes, but is not limited to, the following:

- All motorized equipment, welding equipment and burning equipment will be shut down.
- All gas, diesel, propane, electrical, open flame and other powered equipment will be shut down immediately.
- All electrically powered tools will be disconnected from their power source.
- Employees assigned to motorized equipment/vehicles will park off the road staying clear of fire-protection devices, i.e., hose houses, and hydrants, etc.
- Use or dispensing of flammable or combustible liquids and gases shall cease and containers of same shall be closed.
- Use or dispensing of corrosive liquids or solids shall cease and containers of same shall be closed.
- No vehicles other than emergency vehicles will be driven on the site in an emergency condition without the permission of the health and safety/site security.

Contractor Supervision will ensure all Contract Employees working in remote areas and in confined spaces have been alerted and have proceeded to the assembly area.

No attempt will be made to search for missing persons until a search is clearly authorized by the incident commander at the scene, and it has been determined that a search and rescue party can be reasonably protected and equipped during such a search.

Employees are to proceed in an orderly fashion to the designated assembly area. Once clear of their normal work areas and mustered at the assembly point, NO ONE will not be allowed to return to the area for any reason until the emergency situation is controlled.

Employees should stay in the group they were working with so an accurate head count can be obtained.

Supervision will immediately report head count to the site leadership team. Any missing personnel will be identified immediately to Coeur Mining Inc.

Contract Supervisors will remain with their crews and do the following:

- Monitor for signs of symptoms or exposure.
- Provide or request assistance where needed.
- Be prepared to direct Employees with instructions given by senior management.
- Not return to the area until the all-clear signal is sounded.

12.3 Emergency System Testing/Mock Drills

The safety of all personnel and quality of work is of paramount concern. The following activities will not be tolerated and will serve as grounds for removal from Coeur Mining Inc. property:

- Being under the influence of drugs or alcohol while on the jobsite
- Use of illegal drugs or alcohol while on the jobsite
- Possession of illegal drugs or alcohol on the jobsite
- Distribution of drugs or alcohol on the jobsite
- Presence of illegal drugs or alcohol in vehicles, offices or other work locations

13.0 Drug and Alcohol Policies and Programs

13.1 Definitions

Alcohol or Alcoholic Beverages: "Alcohol means beer, wine, and all forms of distilled liquor containing ethyl alcohol. Reference to use or possession of alcohol includes use or possession of any beverage, mixture, or preparation containing ethyl alcohol.

Drug: Any substance (other than alcohol) that has known mind-or functioning altering effects on a person, including psychoactive substances and including but not limited to, substances prohibited or controlled by State and Federal controlled substances laws.

Prescribed Drug: Any substance prescribed by a licensed medical practitioner for the individual consuming it.

13.2 Policy

The safety of all personnel and quality of work is of paramount concern. The following activities will not be tolerated and will serve as grounds for removal from Coeur Mining Inc. property:

- Being under the influence of drugs or alcohol while on the jobsite
- Use of illegal drugs or alcohol while on the jobsite
- Possession of illegal drugs or alcohol on the jobsite
- Distribution of drugs or alcohol on the jobsite
- Presence of illegal drugs or alcohol in vehicles, offices or other work locations

13.3 Drug and Alcohol Program and Substance Abuse Prevention

It is the position and intent of Coeur Mining Inc. to maintain a workplace free from the use and influence of drugs and alcohol—this includes all stakeholders in a safe workplace, including contractors.

Contractors with drug and alcohol programs shall have a written drug and alcohol program consistent with federal, state/regional, and local regulations. It shall be made available to Coeur Mining Inc. upon request.

Contractors without a drug and alcohol programs shall notify Coeur Mining Inc. and expect to comply with the requirements of Coeur Drug and Alcohol Program.

For small contractors (fewer than 10 Employees) or contractors without a Program, the Contractor shall work with Coeur-site to identify and coordinate the resources (collection services, labs, etc.) to accomplish the objectives of the Program, such as, but not limited to initial testing, random tests, for cause testing, etc.

Aspects of the Program such as costs associated with those tests, management of the personnel tested, consequences of positive tests results, schedules for random testing, etc. are and remain the responsibility of the Contractor.

Contractor personnel shall be subject to an initial test prior to assignment at any site.

Contractors assigned to most Coeur sites will be periodically included in the Contractor managed, unannounced random testing schedule with a probability of 20% (or one chance in five) of their work force being selected for testing in a calendar year.

This Program shall apply to contractors (including subcontractors), all regular full-time, part-time, casual and Contract Employees, suppliers and vendors.

13.4 Prescription Drugs

The Contractor shall acknowledge and address the likelihood that Employees may report to work while taking medications prescribed by a physician. Employees should discuss the potential side effects of medications with the physician. Employees using prescribed medication that could produce side effects that affect the performance of their job-related duties shall notify their Supervisor and/or designated site safety personnel.

Employees shall not report to work while under the influence of any drug, intoxicant, or other substance that will in any way adversely affect their working ability, including their alertness, coordination or safety.

The Contractor shall provide training to their Supervisors to educate them regarding signs and symptoms of substance abuse, the actions to take when there is reasonable suspicion that the worker may be affected by drug and/or alcohol use, and have the resources available to conduct drug and/or alcohol testing for cause or reasonable suspicion.

13.5 Drug Screening Test

Where allowed by local, state and/or country laws, all contract employees or agents of contractors working at a site may be required to participate in the site drug and alcohol surveillance program.

The contractor must maintain an ongoing drug and alcohol program.

Contract employees producing positive test results will NOT be allowed to work on a Coeur Mine site or property. In general, this suspension timeframe will be determined by Coeur Mining Inc. after discussions with the contractor.

Contractors who have programs for rehabilitation or “multiple strikes” must notify Coeur Mining Inc. immediately upon learning of the positive results and remove that Employee from the property and ensure they are not assigned to another Coeur location during the suspension period. Coeur Mining does not take part in multiple strike programs; rather, Coeur Mining will have a “one-strike” zero tolerance policy for contractors.

All test results will be handled with the utmost confidentiality. All samples will be conveyed maintaining a documented chain of custody at all times.

13.6 Enforcement

Coeur Mining Inc. will not tolerate the use, possession or distribution of alcoholic beverages or drugs on the property, nor the presence of any person under the influence of drugs or alcohol.

Individuals found in violation of this policy will immediately be escorted off the property. Accordingly, persons who exhibit behaviors which cause there to be reasonable suspicion that they may be under the influence of drugs and/or alcohol will be directed to leave Coeur Mining Inc.’s property and not return until the Contract Company can certify to Coeur Mining Inc. that the Contract Employee has passed a timely drug test and/or noninvasive test for alcohol and, in fact, was not under the influence of drugs or alcohol.

Individuals testing positive, who tamper with or alter a drug and/or alcohol sample or who refuse to submit to testing in a timely period will forfeit their right to work at the Coeur Mining site.

Coeur Mining Inc. may require a status report from contractors as a form of audit of application and effectiveness of the Contractor’s Drug and Alcohol Program.

14.0 Audits and Inspections

14.1 Health and Safety Inspections

Periodic documented health and safety inspections of Contractor work areas are a key tool for quantifying performance. These inspections are essential to identify deficiencies that need correcting, to identify and track trends, to evaluate the effectiveness of training and procedures, and to ensure regulatory compliance. Audits and inspections should also identify positive elements in health and safety performance to help ensure a proactive element in building and maintaining a positive safety culture.

Contract workers should be given opportunities to become involved with these audits and inspections.

The recommended audits or inspections are explained below.

14.2 Daily Supervisory Audits

Each Contractor Supervisor (or his designee) shall conduct daily inspections of each work area to identify and control unsafe conditions and practices.

Inspections shall be documented. Records shall be maintained for a minimum of one year unless a longer duration is required by regulatory authorities or site policies.

Items of non-compliance will be listed on an audit registry and corrective action identified and tracked to completion. Defects identified during the inspections shall be corrected prior to commencing work.

14.3 Periodic Self-Assessment Audits

On a weekly or monthly basis, Self-Assessment Audits of all work areas will be conducted by the Contractor to evaluate performance.

The Contractor shall define an audit schedule and the areas to be inspected, and shall distribute the schedule to all inspectors.

These periodic audits will be conducted so any deficiencies may be corrected and good performance recognized promptly.

Items of non-compliance will be listed on an audit registry and corrective actions will be tracked to completion.

The Contractor will summarize audit findings and provide to Coeur Mining for review.

14.4 Equipment Inspections

All contractors shall operate, maintain and inspect equipment as dictated by the applicable federal, state and country health and safety regulations, as recommended by equipment manufacturers or as directed by Coeur Mining Inc. In the event of conflict, the more stringent requirement will take precedence.

Any equipment brought onto site which requires inspections (daily, monthly, annual, etc.) shall be accompanied by that documentation and it shall be made available for review on request. Equipment added or changed after the contract work has commenced shall be identified by the Contractor and is subject to the same requirements.

Each operator of stationary and mobile equipment must complete a written pre-operation inspection of the equipment prior to operation.

The pre-op inspection form must have room for operator comments, so that deficiencies can be reported. Items presenting an immediate safety hazard must be corrected before the piece of equipment is returned to service.

The system must ensure both the prompt correction of any noted problem and proper documentation.

Inspections must be maintained for a period of one year and all corrective actions must be noted on the inspection card.

14.5 Certificate and Permits

The Contractor will be required to provide specific certifications and maintain required documents where periodic inspection is required for any mobile or temporary equipment or device.

Certification examples include, but are not limited to: crane operation, rigging, fork lift operation, welding, and boom-truck operation.

Examples of activities requiring permits include, but are not limited to: confined space entry, hot work, trenching or excavation, burn permits, blasting, scaffolding activities and rigging activities.

All certifications and permits will be subject to review by Coeur-site health and safety personnel.

15.0 Life Saving Rules

All contractors shall abide by Coeur Mining Inc.'s Life Saving Rules. Each Contractor must implement the rules as part of their overall site safety program. Violations to one or more of the safety rules could result in sanctions up to removal of a Contractor from site.

Life Saving Rules:

- **Working at Height (Fall Protection)** - All persons working in a position where falling from one level to another is possible shall ensure proper fall prevention/fall protection systems are in place and in use.
- **Energy Isolation (Lockout/Tag-out/Tryout)** -- All persons performing service or maintenance on any machinery or equipment shall ensure potential energy sources have been properly isolated (locked or blocked) as per the site procedure. Confined Space Entry – Before entering into a confined space all potential hazards must be identified and controlled per site procedures (i.e., permits, solvents, hot work, etc.)
- **Confined Space** - All Persons entering into a confined space shall first perform an atmospheric test and complete a Confined Space Entry Permit where required.
- **Hot Work** – All persons performing hot work outside an approved hot work area shall first obtain a hot work permit.
- **Ground Control** – Every person shall inspect his/her workplace prior to performing work to identify and correct any ground condition that may create a hazard.
- **Safety Device Removal/Tampering** – No unauthorized person shall remove, disable or tamper with a safety device.
- **Blasting** – All areas to be blasted shall be properly identified and cleared of personnel. No person shall enter a designated blast zone without approval of the blaster in charge.
- **Seatbelts** – Seatbelts shall be installed in all vehicles and mobile equipment unless such vehicles are designed by the manufacturer to safely operate without them (i.e. school-type busses, boats, etc.). Where fitted, seatbelts shall be worn by all occupants.

- **Cell Phones** - Cell phones shall not be used on the mine site by the operator of any vehicle or mobile equipment without authorization of site management.
- **Surface Excavations** – Shall only be initiated after completing a site assessment and written excavation permit.