



## HEALTH AND SAFETY POLICY

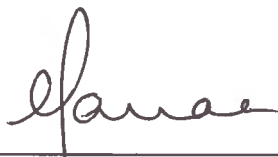
DCM management considers occupational health and safety an essential part of its activities.

We recognize that our employees, the public and neighbouring workers have the right to a safe work environment at all times.

We are committed to providing our employees with adequate tools, the required personal protective equipment, in addition to the necessary information and training sessions.

We are dedicated to implementing and continuously improving our safe work management practices in order to achieve and maintain a zero-incident work environment.

We are committed to working with our supervisory personnel and with our employees in order to achieve this goal.

A handwritten signature in black ink, appearing to read 'Neil Macrae'.

Neil Macrae  
President and COO

2018-09-05

Date