



## Health and Safety Policy

Orezone Gold Corporation's ("Orezone" or the "Company") objective is to achieve and maintain a safe and healthy workplace at all our locations and operations and this policy outlines its guiding principles in these areas. Orezone is committed to continually promoting a healthy and safe work environment and continually improving its knowledge, understanding of the challenges, and actions required to achieve this goal.

Orezone understands that proper, transparent and rigorous safety and occupational health management practices are in the best interest of its employees, shareholders, business partners, suppliers and the communities within which we operate. Orezone is committed to complying with Good International Industry Practice ("GIIP") and the requirements of the Equator Principles as established at the date of this policy. This policy is applicable to the Company and all of its subsidiaries, suppliers, consultants, contractors and sub-contractors.

This commitment to Health and Safety is based and implemented on the following guiding principles:

1. Promote and ensure that health and safety is a core value throughout the Company. Health and safety is and will be an integral part of the management and decision-making process.
2. Establish workplace environments at all sites that promote employee participation in the attainment of health and safety goals by providing the appropriate training, expertise, equipment and infrastructure.
3. Promote involvement and consultation with employees or their representatives to ensure commitment in the implementation and execution of the Company's health and safety policies and principles.
4. Comply with all applicable laws, regulations, and any other health and safety requirements and standards. In the absence of such standards, GIIP will be adopted.
5. Require that all suppliers and contractors comply with our health and safety standards and requirements.
6. Ensure that all employees and site workers receive proper and appropriate training to ensure that they are competent to execute their duties in a safe manner. We will foster an environment in which accountability for health and safety is the responsibility of each individual. We will also require that

all contractors comply with these same principles.

7. Maintain a health and safety management system compliant with applicable standards through continual improvement of our business processes, and to periodically review and update the management system as necessary, including this policy.
8. Ensure health and safety standards are defined and adopted at the beginning at the design phase of projects through the implementation of risk assessment programs as well as emergency preparedness and security plans at site.
9. Conduct risk management audits to anticipate and control occupational hazards and activity and continually promote systems and initiatives to identify and reduce the health and safety risks associated with our business activities.
10. Advocate open, transparent and fact-based communication for employees and all other stakeholders concerned with health and safety.
11. Establish a system to allow confidential reporting by responsible persons and other stakeholders of Health and Safety risks and breaches or unsafe working conditions. Periodically, but at least annually, submit a report on the Company's health and safety targets, activities and achievements to the Environmental, Health and Safety and Sustainable Development Committee.

**Reviewed and approved by the Board of Directors  
June 28, 2018**