

AUGUST 2016

# **SILVER STANDARD**

SILVER STANDARD RESOURCES INC.

SAFETY POLICY

TABLE OF CONTENTS

I.	Purpose of this Policy.....	1
II.	Application of this Policy .....	1
III.	Administration of this Policy .....	2
IV.	General Principles .....	2
V.	Reporting Policy Violations .....	3



## SILVER STANDARD RESOURCES INC.

### SAFETY POLICY

#### I. Purpose of this Policy

At Silver Standard, our goal is to achieve a culture where health and safety is a core value across and throughout our organization. The values that drive the approaches to and deployment of our health and safety strategies include each of the following:

- We value the health and safety of our people above all else.
- We focus on continuous improvement of our health and safety performance to manage the risks of our business.
- We acknowledge that there is risk associated with our business and, through proactive risk management, we aspire to deal with such risks in a professional and competent manner.
- Through dynamic health and safety risk management, we aspire to become innovators and leaders in health and safety initiatives across our industry.

We have established this Safety Policy (this "Policy") to guide us in advancing each of the values noted above, to outline the values and standards for our health and safety programs, and to comply with all applicable health and safety laws, rules and regulations. Each of the protocols, guidelines, and rules and regulations we refer to in this Policy are incorporated in, and form part of, this Policy.

#### II. Application of this Policy

This Policy applies to all of our directors, officers and employees. In this Policy, these individuals are referred to as "you" or "your," and Silver Standard Resources Inc. and our subsidiaries, affiliates and joint ventures, wherever located, are referred to as "Silver Standard," "we," "our" or "us."

You are responsible for ensuring that you comply with this Policy, including each of the protocols, guidelines, and rules and regulations incorporated in and forming part of this Policy, at all times. If you fail to comply with this Policy, Silver Standard will treat that failure very seriously and may take disciplinary measures against you, up to and including dismissal.

*Training*

Silver Standard will educate all new directors, officers and employees about the matters contemplated by this Policy and, on an on-going basis, will ensure that all directors, officers and employees are aware of their obligations to comply with it.

*Periodic Review of this Policy*

When your employment or association with Silver Standard begins, you must sign an acknowledgement form confirming that you have read and understand this Policy, including each of the protocols, guidelines, and rules and regulations incorporated in and forming part of this Policy, and agree to abide by its provisions. You will be asked to make similar acknowledgements and participate in training on a periodic basis.

Failure to read or understand this Policy or sign any acknowledgement form or participate in training does not excuse you from compliance with this Policy.

**III. Administration of this Policy**

Our Vice President, Health and Safety or our Chief Operating Officer has general responsibility for the administration and interpretation of this Policy and to ensure compliance with it. The Vice President, Health and Safety or the Chief Operating Officer may adopt health and safety controls and procedures in addition to those set out in this Policy.

*Dissemination*

A copy of this Policy, including each of the protocols, guidelines, and rules and regulations incorporated in and forming part of this Policy, will be provided in the appropriate language to all Silver Standard personnel. This Policy will also be maintained online on our intranet website.

*Questions and Guidance*

If you have any questions about this Policy, please first raise the matter with your safety representative or Country Manager (if applicable). Additional guidance may also be requested from and provided by our Vice President, Health and Safety or our Chief Operating Officer.

**IV. General Principles**

We are committed to the well-being of our employees by creating and maintaining a safe and risk conscience working environment. Safe operating practices are a shared responsibility among management, employees, business partners and community visitors. Every one of our employees must be committed to the implementation of health and safety practices to ensure their own personal safety and the safety of fellow employees.

Our goal is to instill in everyone at Silver Standard an awareness of risk and a sense of interconnectivity with respect to the decision-making of individuals and the consequences for

others. In advancing this goal, each of the following protocols, guidelines, and rules and regulations must be adhered to by you at all times:

- *Critical Risk Control Protocols*, which provides insight and direction with respect to high risk activities within our industry and how to manage such activities;
- *Corporate Security Policy Statement* and *Corporate Security Protocols*, each of which provides direction with respect to our security management and related processes;
- *Corporate Safety Guidelines*, which provides direction with respect to how to deal with specific tasks within certain high risk activities;
- *Incident Management Guidelines*, which provides direction with respect to incident definitions, and our incident reporting and review procedures;
- *SAFE for Life Philosophy*, which outlines our philosophy towards safety and our people; and
- Our regional and site rules and regulations, as applicable.

#### V. Reporting Policy Violations

You should be alert and sensitive to situations that could result in actions that might violate any laws, rules or regulations or the standards of conduct set out in this Policy. If you believe your own conduct or that of a fellow employee may have violated any such laws, rules or regulations or this Policy, or that such a violation will occur, you should report the matter, in as much detail as possible, to facilitate an appropriate investigation and in accordance with our *Whistleblower Policy*.

If you are an employee, you should raise the matter with your safety representative. However, if you are genuinely not comfortable raising the matter with your safety representative, or you do not believe he or she will deal with, or has dealt with, the matter properly, you should raise the matter with your Country Manager (if applicable) or the Vice President, Health and Safety or Chief Operating Officer.

Alternatively, reports may be made in accordance with our *Whistleblower Policy* by letter or email, as follows:

In writing: Confidential Employee Concern  
Attention: Chair of The Audit Committee  
c/o Silver Standard Resources Inc.  
P.O. Box 49088  
Suite 800 – 1055 Dunsmuir Street  
Vancouver, BC V7X 1G4

By email: [compliance@silverstandard.com](mailto:compliance@silverstandard.com)



SAFETY POLICY

AUGUST 2016

Directors and officers should report any potential violations of this Policy to the Vice President, Health and Safety, the Chief Operating Officer or the Chair of the Safety and Sustainability Committee.

No individual will suffer adverse consequences for reporting in good faith suspected violations of health and safety laws, rules and regulations and/or violations of this Policy. If you wish to report a suspected violation of this Policy anonymously, you may do so in accordance with our *Whistleblower Policy*.

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