

AUGUSTINE VENTURES INC.

HEALTH AND SAFETY POLICY

Augustine Ventures Inc. ("Augustine") recognizes that many hazards are inherent in the Mining and Exploration Industry, but through sound, reasonable safety practices, accidents can be eliminated. The humanitarian and moral value of working safely is of great importance to the management of Augustine. Also, accident-free work is always more profitable for the contractor. Because of this, Augustine's management is firmly committed to creating a safe working environment on all company work sites.

Every attempt will be made to provide equipment and create conditions that will provide a safe working place for our employees by providing on-going safety education and training.

All employees are expected to work safely and abide by the safety regulations and rules set forth by the Occupational Health and Safety Act (OHSA) of Ontario. Subcontractors are expected to abide by the provisions of both our and their health and safety programs. Employees are required to immediately report all unsafe acts and conditions to their Supervisor or the company Safety Director. All employees have the responsibility, to themselves as well as to fellow workers, to read and abide by our safety rules and regulations in order to achieve the ultimate in job safety and safe working conditions.

The competent and efficient performance of any job is largely dependent on the identification of and adherence to safe work practices to be followed during its completion. It is, therefore, inherent in our goal that safety be among the first considerations of every project.

The management of Augustine is committed to the success of our Health and Safety Program; with the cooperation of all our employees and our contractors we can ensure that all projects are accident free.

Contractor Controls

Augustine engages contract personnel for a wide range of activities, including administrative support, construction, exploration drilling, mining operations, equipment repair, and maintenance. It is important to ensure effective management systems are in place to ensure the safety and health of all workers. Safety and healthy performance is a primary consideration for contractor selection. All contractors are required to provide and maintain a safe and healthy work environment and are responsible, as a minimum, for performing work to Augustine's safety and health standards.

Contract Management

The project or site manager will be responsible for management and oversight of each contract. Contractors' safety and health responsibilities must be clearly communicated in the scope of work documents.

The project or site manager responsible for managing a specific contract will ensure that:

- Each contractor is provided with information about the company's safety policy

- A process is in place to review health and safety policy and performance as part of the contractor selection process
- Each contractor provides an adequate safety and health plan for the required work while includes emergency medical treatment, evacuation and incident reporting
- The work is conducted in a safe and responsible manner in compliance with standards and applicable regulations and the contractors' health and safety policy
- There is timely, effective reporting, investigation, and review of all incidents
- Prior to start of work, which includes mobilization, each contractor will attend a "tailgate meeting" whereby the contractor affirms to Augustine's project or site manager that they have a safety policy, have assessed the site risks and have the training and equipment necessary to deal with medical emergencies, which includes on-site first aid and evacuation to the nearest medical centre. Each contractor will sign a document at that tailgate meeting confirming their attendance and understanding of the above conditions
- At the close of each contract, safety performance will be reviewed and documented

Selection Criteria

Contractors shall have a demonstrated safety program and a track record of good safety and health performance including adequate resources, maintenance of their safety programs, and evidence of management commitment.

There may be situations where there is no proven track or trained contractor workforce. In this case, Augustine will assist with development and implementation of a safety and health program.

Incident Investigation

Learning from the past is essential to creating a better future. It is the essence of continuous improvement.

It requires proper incident reporting, followed by thorough investigation and root-cause analysis to develop, apply and monitor effective remedial actions. These are the key components to control risks and prevent recurrence. Prompt and accurate communication of these results is essential to prevent similar incidents in the future.

Management and Leader Participation

The project or site manager will ensure incident investigation standards are implemented. The project or site manager will provide incident investigation leadership by:

- Ensuring a system that encourages incident reporting;

- Ensuring investigations identify all root causes, including systemic failures, and provide remedial actions;
- Personally participating in investigations of lost-time or high-risk incidents;
- Ensuring the quality and completeness of incident reports;
- Ensuring results of investigations, flash reports, and external incidents are communicated to all site workers;
- Ensuring regulatory and company reporting requirements are met;
- Monitoring follow-up and remedial actions to ensure completion and effectiveness.

Worker Involvement

Every worker has the responsibility to promptly report all incidents and to participate in investigation of incidents when requested.

WORKPLACE VIOLENCE AND HARASSMENT POLICY

The management of Augustine Ventures Inc. ("Augustine") is committed to the prevention of workplace violence and harassment.

Violent behavior or harassment in the workplace is unacceptable from anyone. This policy applies to all persons employed by Augustine, including any subcontractors. Violent behavior between employees and subcontractors and/or inappropriate behavior towards visitors or delivery persons will not be tolerated. Augustine's disciplinary policy will be exercised in these cases.

Workplace violence is exercising physical force or an interpreted threat of physical harm. Threats which could be interpreted to cause physical harm to a worker in the workplace, can be transmitted by, but not limited to, physical, verbal and writing of notes or emails.

Workplace harassment is unwelcomed words or actions that are known or should be known to be offensive, embarrassing, humiliating or demeaning to a worker or group of workers. Harassment may include, but not limited to, jokes, innuendos, offensive pictures which could be printed or transmitted electronically, bullying, offensive or intimidating phone calls and inappropriate sexual touching or suggestions.

Augustine, as the employer, will ensure that this policy and supporting program are implemented and maintained and communicated to all workers, supervisors and managers.

All levels of Augustine's management will adhere to this policy and supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by the workers and that the workers have the required information they need to protect themselves.

Every worker must work in compliance with this policy and supporting program. All workers are encouraged to raise any concerns about workplace violence and harassment and report any incidents that arise. Any incident can be reported to your Supervisor, Project Manager or Safety Manager.

Augustine's management will investigate and deal with all incidents and complaints of violence or harassment in a timely and fair manner. The privacy of all involved will be treated with the utmost care.