



RETURN TO WORK POLICY

This policy applies to all employees, contractors and site visitors (“workers”) to Casino Mining Corporation’s (“Casino”) Casino Project.

Casino is committed to cooperate in returning injured workers to safe and suitable employment.

To support this commitment, management will contact the worker as soon as possible after the injury and work together on developing a Return-To-Work (RTW) plan. The plan will be based on the individual needs of each employee and include input from the family doctor, other health professionals and case managers.

If an employee is unable to return to their pre-injury position as a result of a work related injury or illness, we will offer modified duties and workplace accommodations, including work assignments within alternative work units and/or locations that effectively avoid or minimize the duration of an employee’s absence.

All employees will be treated fairly and consistently. If injured or ill, employees are expected to participate and cooperate in the RTW plan.

All managers are expected to understand and value the importance of returning injured or ill employees to work and must provide assistance where appropriate.

Any personal information received or collected that can lead to the identification of an employee will be held in the strictest of confidence. Information of a personal nature will be released only if required by law or with the approval of the employee who will specify the nature of the information to be released and to whom it can be released.

This statement reflects the views of both management and employees of this organization and has been developed in full consultation with employee representatives.

This statement will be reviewed at least annually and may be updated or changed as required.

Approved:

Name: Paul West-Sells
Title: Chief Executive Officer
Date: May 25, 2020