

FORTUNA SILVER MINES INC.
(“Fortuna” or the “Company”)

HEALTH AND SAFETY POLICY

Policy Statement:

Fortuna is committed to providing safe and healthy working conditions for our employees, contractors and visitors at our mining operations, exploration sites and offices. We do not tolerate unsafe acts or conditions. We will not compromise our health and safety values for profit or production. All employees and contractors have the authority to stop work when a hazardous situation appears imminent.

Our goal is to operate in a safe and injury free work place. This goal can only be achieved through strong leadership from our management, and the commitment to this goal from all of our employees, contractors and visitors.

We believe that all accidents and work-related health risks are preventable. We are focused on identifying, understanding, managing and, where possible, eliminating these risks. We strive for continual improvement in our health and safety practices. We are committed to full compliance with all application health and safety legislation and regulations in the countries in which we operate.

Our Policy is guided by the following standards:

- ISO 45001: 2018 Standard
- our Corporate Health and Safety Key Risks Standards

This Policy applies to all employees of Fortuna and its subsidiaries, our contractors and to every visitor to our operations and exploration sites. Each of our operating subsidiaries is required to have a health and safety policy appropriate to the nature and scale of activities being operated, which meet or exceed the health and safety legislation and regulations of the jurisdictions in which it operates, and incorporates the values and obligations set out in this Policy,

Our Approach:

In order to fulfil our commitment to providing safe and healthy working conditions for our employees, contractors and visitors, Fortuna and its subsidiaries are committed to strive to:

- Promote health and safety as a core value within all levels of the Company - the welfare of our people is our main goal.
- Encourage and promote a culture of prevention providing visible health and safety leadership.
- Continuously monitor, review and improve our health and safety management systems and performance.
- Establish measurable objectives and targets that focus activities on key areas to reduce potential harm and optimize health so that we can track our progress.
- Comply fully with all applicable health and safety regulations, standards and other requirements at a minimum. In the absence of appropriate legislation, industry best practices will be used.
- Maintain plant, equipment and all infrastructure in a safe condition with documented safe work procedures, practices and management systems.
- Identify health and safety hazards evaluate and control risks and impacts of our activities.

- Prevent injuries and occupational diseases through compliance with safety, health and environmental care practices.
- Implement and maintain emergency response programs at each mine site to support our activities, employees, contractors and visitors.
- Ensure that accident reporting is completed in a diligent manner and where necessary take immediate steps to mitigate the potential for a reoccurrence.
- Provide all necessary training, education, equipment resources and information to improve our preventative culture and ensure a health and safe work environment.
- Maintain responsible and timely communication with our workers.
- Hold management, employees and contractors accountable for their health and safety performance.
- Require all of our contractors, suppliers and partners to conform to our Health and Safety Policy in their business when on our sites.

Training and Communication

The Company will provide a copy of the current version of this Policy to new Employees and contractors when they are hired or contracted, and will provide copies of significant changes as necessary. We will include health and safety information and provide health and safety training to our employees [and contractors] in our annual Health and Safety training sessions.

Monitoring and Reporting

We will continually review and evaluate health and safety legislation, regulations and standards in the jurisdictions in which we operate. We will continue to develop and implement supporting policies, procedures, training and internal reporting structures to embed this Policy throughout the Company. The Company expects all Employees to take steps to prevent any violation of this Policy. This includes identifying and raising potential issues before they lead to problems and seeking additional guidance when necessary. Employees who become aware of a violation of this Policy must report the matter to their immediate supervisor/manager, or alternatively anonymously through the Whistleblower website at <http://fortuna.ethicspoint.com> as soon as possible. If an Employee reports the matter to their immediate supervisor/manager, that supervisor/manager must immediately communicate the information to the Chief Safety Officer who will determine the most appropriate method to investigate the substance of the claims and ensure that there is appropriate monitoring of progress until the matter has been satisfactorily resolved. Employees who raise genuine concerns will not be subject to retaliation or disciplinary action. Retaliation by anyone as a consequence of making a good faith report of a possible violation of the law or this Policy is strictly prohibited and will result in disciplinary action, including termination. We will make our health and safety performance available to the public through annual reporting initiatives.

Questions

Any questions regarding this Policy should be directed to the Chief Safety Officer/VP Operations of Fortuna.

Changes to this Policy

Fortuna reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

This Policy was approved by the Board on March 10, 2020.