

HEALTH & SAFETY POLICY

Safety is a core value of Planet 13 Holdings Inc. (“we”, or the "**Corporation**"). In addition to the provisions of the Code of Business Conduct and Ethics applicable to all directors, officers and employees of the Corporation (“**Personnel**”), all Personnel and contractors of the Corporation (“**Contractors**”) will be guided by the following additional principles:

- All incidents that cause harm to people, environment and property are avoidable.
- Everyone has the right to a safe and healthy workplace. Health and safety of all Personnel and Contractors will be a priority in all of plans and decisions made by the Corporation.
- All Personnel and Contractors are expected to be leaders in safety and health through identification of hazards and the elimination and control of risk.
- The Corporation will maintain a high degree of emergency preparedness.
- All Personnel and Contractors will comply with all laws relating to health, safety and the environment. All Personnel and Contractors have a responsibility:
 - for their own safety and that of their co-workers;
 - to support Health and Safety programs by actively participating in all training, and ensuring they and their coworkers follow all protective measures and undertake only safe and sustainable work methods;
 - to report unsafe conditions and violations of this policy; and
 - to minimize the impact of the Corporation’s operations on the environment and biodiversity through all stages of exploration and development.
- The Corporation and its Personnel and Contractors share a mutual obligation to:
 - ensure that Personnel and Contractors have the knowledge and training to safely perform their duties;
 - promote a workplace free from bullying and harassment;
 - strive for continual improvement and hold each other accountable through verification and reporting of performance; and
 - work together to achieve “Zero Incidents” in the workplace; acknowledging that nothing less is acceptable.
- The Corporation is committed to providing leadership and resources for managing safety and health.

- Personnel and Contractors must not work under the influence of any substances that would impair their own safety or, the safety of others.
- All threats or acts of physical violence or intimidation, including bullying and harassment, are prohibited.

All Personnel recognize that the Corporation's success is tied to health, safety and sustainability of the communities in which we work. Personnel have a shared responsibility to seek opportunities to share the Corporation's success by working with communities to contribute to social infrastructure needs through the development and use of appropriate skills and technologies.

Specific policies and guidance related to Health and Safety will from time to time be added to, and amended in the Corporation's Employee Manual. All Personnel and Contractors are required to adhere to those additional policies in the Employee Manual. The Corporation will communicate changes when any are made.

The Board of Directors (the "**Board**") shall determine, or designate appropriate persons to determine, appropriate actions to be taken in the event of violations of the Health and Safety policy upon recommendations made by the Corporate Governance and Nominating Committee. In determining what action is appropriate in a particular case, the Board or such designee shall take into account all relevant information, including the nature and severity of the violation, whether the violation was a single occurrence or involves repeated occurrences, whether the violation appears to have been intentional or inadvertent, whether the individual in question had been advised prior to the violation as to the proper course of action and whether or not the individual in question had committed other violations in the past. Such actions shall be reasonably designed to deter wrongdoing and to promote accountability for adherence to the Health and Safety Policy and to the Code of Business Conduct and Ethics and shall include, as appropriate, written notices to the individual involved that the Board determined that there has been a violation, censure by the Board, demotion or re-assignment of the individual involved, suspension with or without pay or benefits (as determined by the Board) or termination of the individual's employment, or contractor relationship with the Corporation.

Any violation of this Health and Safety Policy may result in the Board requesting the resignation of Personnel or Contractors.

Enacted June 11, 2018