

Safety & Health Policy

Koidu Limited is committed to providing a work environment that is conducive to the safety and health of its employees in all its operations. The Company is committed to the achievement of a zero-harm working environment. The Company's Executive, management and all supervisors are accountable and responsible for creating and maintaining a culture of safety and health, ensuring that this policy, and all Company procedures and standards are properly implemented and managed in every aspect of the operations. The Company recognizes that every worker has the right to life and well-being and that everyone has a right and obligation to stop and correct unsafe acts and conditions. Koidu Limited will not tolerate willful or negligent deviation from safety and health protocols, procedures and standards. Koidu Limited will conduct mining practices and use mining methodologies that will not adversely affect the safety or health of any person in the community, either by direct mining operations or indirectly as a consequence of mining operations, without taking the necessary precautions.

Accordingly, Koidu Limited will:

- ❖ Comply with all applicable host country laws, regulations and directives.
- ❖ Implement appropriate industry best practices.
- ❖ Incorporate the International Finance Corporation Mining and Environmental Health and Safety General Guidelines in its policies and actions.
- ❖ When blasting is conducted that could affect persons outside Koidu property, communicate to the community such blasting operations, and take precautionary steps to protect the safety and health of any person in the community who could be affected by the blast.
- ❖ Ensure that Koidu Limited employees and contractors understand, accept and comply with the Safety and Health Policy, protocols, procedures and standards.
- ❖ Ensure that all employees and contractors have the necessary training and equipment to work in a safe manner and in a healthy environment.
- ❖ Institute and maintain a management system for the identification and control of HIV, TB, malaria and typhoid within the workforce.
- ❖ Regularly review and audit safety and health systems, procedures and performance.



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