



HEALTH & SAFETY POLICY

Harte Gold strives to achieve a zero-harm working environment so that everyone is injury free, fit and well at the end of each shift.

Our commitment to providing a healthy and safe workplace means that we:

- **Comply** with all laws, regulations and guidelines relating to health and safety in the workplace.
- **Require** that everyone in our workplace follow safe work practices and comply with government standards and regulations.
- **Integrate** health and safety into all aspects of our operational decisions and activities.
- **Provide** the leadership and resources required for an effective risk-based occupational health and safety management system and involve employees in the development of that system.
- **Instill** a safety culture that encourages people to proactively manage health and safety risks through education, instruction, information and supervision.
- **Define** and communicate to employees, contractors, visitors, and suppliers their responsibilities with respect occupational health and safety.
- **Encourage**, promote and support all employees to incorporate the actions necessary to ensure the safety of themselves and others in the workplace into their daily planning and work.
- **Seek** continuous improvement by:
 - Setting appropriate health and safety objectives and targets.
 - Monitoring our progress against such objectives and identifying opportunities for improvement.
 - Evaluating our health and safety risks and taking steps to mitigate them.
 - Measuring and reporting our health and safety performance transparently.
 - Investigating all health and safety incidents to be able to learn and adjust our practices and procedures and implement improvements to prevent future occurrences.
- **Promote** healthy lifestyles through appropriate awareness and training, fitness for work standards and occupational health programs and benefits.
- **Hold** our leaders accountable for the safety of our people while acknowledging that safe behavior is the responsibility of every person in the workplace.
- **Expect** employees to identify and report unsafe conditions and injuries and to refuse unsafe work.
- **Stop** unsafe work immediately until we find a safe way.
- **Enforce** an alcohol and drug free workplace.
- **Promptly** and effectively responding to any emergency situation.
- **Communicate** openly and honestly with respect to our health and safety performance to our employees, partners, contractors, subcontractors, local communities and other stakeholders.