

Occupational Health, Safety and Security (OHSS) Policy & Procedure

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1. GENERAL POLICY

Kilo Goldmines Limited (KGL) in the course of its normal activities; acknowledges its duty as an employer and member of the local community, to provide a healthy and safe place of work and to not adversely affect the health and safety of those communities and persons immediately affected by its operations.

KGL will observe relevant host country legislation, internationally accepted norms and is committed to:

- ensuring that all employees are fit for their functional roles and that work activities do not impinge on their long term wellness;
- the provision and maintenance of fit for purpose facilities, plant and equipment that is safe and without unreasonable risk to personal wellbeing;
- ensuring that operational activities (current and future) do not negatively impact the health and wellness of both employees and surrounding communities;
- providing a healthy, safe and secure living environment for those employees whom are living in facilities provided by KGL;
- ensuring that persons working on site can be evacuated appropriately, if the company deems that their health or personal security becomes compromised;
- providing an appropriate and safe means of transporting personnel to and from their place of work, where appropriate and practical;
- providing suitable personal protective equipment to all personnel, appropriate for the duty required;
- ensuring that in the transport, storage and handling of hazardous materials, all legal requirements are met and best practice is adhered to;
- investigating and reporting of incidents causing offense, injury, property damage, near-misses or non-conformances. The company will utilise the aforementioned information to improve internal procedures, health and safety practices and to make this information available to external legislative agencies as may be required under law;
- provide adequate resources, training and supervision to promote and maintain high standards of health, safety and security management;
- consult with employees and contractors during regular safety meetings with the intent to continuously review and improve operational health and safety procedures and practices;
- create, develop and foster a culture that sees health, safety and security, as an integral part of all operations and all performance management systems; and
- the inclusion of health and safety performance into an individual's annual performance review.

2. RESPONSIBILITY OF KGL MANAGEMENT

KGL firmly believes that health, safety and personal security are aspects of management equal in importance to any other management function. In order to reduce incidents of injury and ill health, the Board of Directors and the Chief Executive Officer (CEO) have a firm expectation that all Officers, Senior Managers, Managers, Advisors and Supervisors include health, safety and security matters as part of their normal duties and responsibilities and not as standalone matters to be dealt with separately.

As such, the concept of "safe operation" is embraced, encouraged, practised and embedded into the culture of the Company.

3. RESPONSIBILITY OF OTHER KGL STAKEHOLDERS

KGL requires all its employees, contractors and visitors to comply with and support the Company's health and safety policy and to ensure that they:

- treat all persons that they interact with, with dignity and respect;
- take responsibility for their own health and safety as well as that of their colleagues;
- follow established operational procedures, guidelines and instructions;
- always wear Personal Protective Equipment appropriate to their functional role or place of work;
- accurately report all incidents, accidents and hazards in a timely fashion to the appropriate person/persons and in line with Company procedure;
- abide by the laws and legislative requirements of the host country;
- do not take unnecessary risks which could affect their health or wellbeing, or that of any other person; and
- ask questions of their supervisor when unsure of the safety requirements.