

## Health, Safety & Well-being Policy

At Gemfields owned and fully-licensed mining operations, we commit to:

- Requiring our operational leaders to be responsible for inculcating a ‘safety first’ behaviour culture by setting an example, embedding and promoting health & safety (H&S) best practice across the entire mine operation and ensuring that through appropriate and specific training, awareness and procedures our employees collaborate but have individual accountability for their actions
- Implementation and certification of an H&S management system conforming to OHSAS18001 standard, or equivalent, and a commitment to continuous improvement and regulatory compliance
- Internal monitoring and measurement of H&S performance by competent individuals and third party audits of the site to ensure conformance with regulations and H&S management system
- Give access to all employees to H&S resources appropriate to the size of the mine, number of employees and risk of operations
- Encouraging a culture where concerns about mental and physical well-being can be shared without prejudice, ridicule or the risk of a negative impact on employment status and encourage an open and supportive working culture
- Provision of health checks for employees prior to commencement of work and putting in place a system for monitoring and investigating exposure-related medical health hazards
- Organising and paying for relevant and appropriate care related to specific acute and chronic and occupational illnesses and injuries and providing rehabilitation programmes to enable effective return to work strategies
- Collaborating with stakeholders to the ongoing development and delivery of programmes of medical or counselling care related to specific chronic occupational diseases
- Requiring all contractors to follow our H&S practices, reporting procedures and corrective action consistent with this policy
- Proactively understand the site-specific dynamics of illicit and unlicensed mining on our concessions in order to minimise community safety risk and minimise the safety risk of our employees



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Sean Gilbertson  
Chief Executive Officer, Gemfields



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David Lovett  
Chief Financial Officer, Gemfields