

## HSEC Policy, Policy Guidelines and Due-Diligence Checklist

BASED ON

International Best Practices, OHSAS 18000, ISO 14000

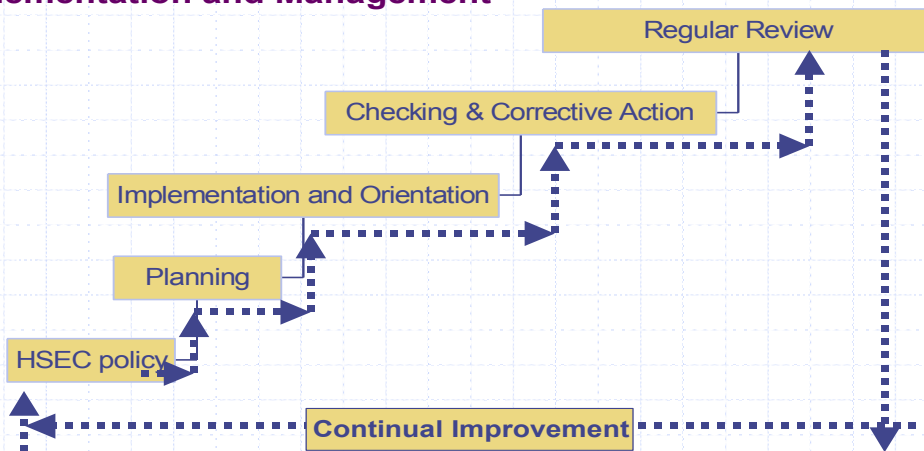
To be read with any other documentation considered necessary.

Condor Gold PLC (“Condor” or the “Company”) and its subsidiaries are committed to the implementation of a comprehensive Health, Safety, Environment, Labor and Community (HSEC) Policy, and most of all to ensure that this policy is made known to all its managers, staff, contractors, and partners, and that it is proactively implemented, reviewed, and updated.

This Policy and the attachments are aimed at ensuring that Condor and any operating subsidiaries adhere to best practice Health, Safety, Environment, Labor and Community (HSEC) standards during all stages and all phases of exploration and development activities in Country. In addition Condor will ensure that the activities of Contractors and Associates will be assessed against the Company’s standards.

The figure below shows the elements involved in effective health, safety, environment, labor and community management and is based on the Occupational Health and Safety Assessment Series (OHSAS 18000) and the international management system standards on environment (ISO 14000) and quality (ISO 9000) management and IFC Environmental and Social Performance Standards.

### Steps and Procedures in Successful HSEC Policy Implementation and Management



## Policy Overview

***Condor and its subsidiaries are committed to proactive and sustainable health, safety, environmental management and community best practice policies. Policy statements in each specific area are contained in this document***

In respect of the above, the Company will:

- ◆ Build on international best practices for exploration and mining,
- ◆ Implement environmental and social requirements as laid down by the Country authorities,
- ◆ Implement labor, health and safety best practices,
- ◆ As a minimum comply with national laws and regulations, and in compliance with IFC Performance Standards and Environmental, Health and Safety Guidelines,
- ◆ Establish and implement appropriate communication, consultation and information disclosure plans and procedures taking all stakeholders into consideration.

The Company will ensure that wherever possible and necessary it will assist in the development of sustainable local policies and procedures that will minimize the impact of exploration and mining on the natural landscape and local communities, and which will ensure a safe and healthy environment for the communities and natural resources, including wildlife, that may reside in the areas where exploration and possible subsequent mining may occur.

The above principles will also apply in respect of the approach to health and safety for all employees and those individuals, communities and companies that may become involved with or affected by the planned exploration programme, and all subsequent evaluation and mining programmes.

In addition to the Policy Documents and Guidelines presented below all users of this material should also refer to the Management System Documents (including any ESHS Management Plans and/or Standard Operating Procedures) prepared by the Company for exploration activities.

### Guideline Overview

The following overarching guidelines are applicable generally throughout the life of the project:

<b>HSEC Risk Assessments and Management</b>	<ul style="list-style-type: none"> <li>• All Company activities will be undertaken under the strictest HSEC management controls with all necessary plans and procedures in place to ensure that immediate impacts are mitigated and that appropriate recovery and rehabilitation processes are set in place.</li> <li>• HSEC risks and hazards will be constantly reviewed, assessed, identified, documented, and managed.</li> <li>• HSEC risk management identification procedures will be carried out at each new or existing site or operation, recorded and maintained in a HSEC Risk Register.</li> <li>• New risks and HSEC plans and procedures will be developed, implemented and communicated whenever identified, with training provided for the management of all risks.</li> </ul>
<b>Leadership and Accountability</b>	<ul style="list-style-type: none"> <li>• All directors, managers, employees and contractors shall understand their accountability and demonstrate leadership and commitment to the HSEC Policy.</li> <li>• The Directors and Management shall ensure compliance and regularly review HSEC performance and risks.</li> <li>• Managers and Team Leaders are accountable for the HSEC performance of their business, and the implementation and communication of the HSEC Policy and shall see that regular meetings are held to disseminate procedures and monitor performance.</li> <li>• Managers and Team Leaders will ensure that all Contractors are informed of procedures and receive clear instructions in respect of HSEC.</li> </ul>

<b>Legal Requirements, Documentation</b>	<ul style="list-style-type: none"> <li>• All management, staff and Contractors shall ensure that they are familiar and in compliance with all regulation and guidelines (be they State, Local Government and Company) before embarking on any work programme.</li> <li>• Directors and Management are responsible for ensuring that systems are in place whereby HSEC procedures are documented, displayed, distributed and that HSEC records are established and maintained, and are accurate, legible, and identifiable.</li> </ul>
<b>Contractors and Partners</b>	<ul style="list-style-type: none"> <li>• The contracting of services, and the purchase, hire or lease of equipment and materials, as well as activities with partners, are carried out so as to minimize any adverse HSEC consequences and, where possible, to enhance community development opportunities.</li> <li>• Systems will be set in place to ensure that the HSEC performance of Contractors, suppliers and partners, are compliant with the Company's HSEC policies, and to provide corrective action and economic sanctions for material breaches.</li> <li>• Contractors and suppliers shall comply with all Company HSEC requirements. All bid documents must specify compliance.</li> <li>• Contractors and suppliers shall at all times provide information on the hazards associated with their equipment, products and services.</li> <li>• All contractors and key suppliers will be subjected to regular monitoring to ensure compliance with the HSEC.</li> </ul>
<b>Monitoring, Audit and Review</b>	<ul style="list-style-type: none"> <li>• HSEC performance and systems will be monitored, audited and reviewed by management to identify trends, measure progress, assess compliance, communicate problems and drive continuous improvement.</li> </ul>

## Environmental Policy

### Introduction

The Company believes that good environmental management at every exploration stage, prospect, and mine site, proactive health and safety procedures, transparent interaction with local communities, and implementation of prudent expenditure and business performance, constitutes the foundation for successful exploration and sustainable development.

All Exploration, Prospecting and Evaluation work programmes will be undertaken under the strictest environmental management controls with all necessary management plans and procedures in place to ensure that immediate environmental impacts are mitigated as soon as practically possible and that appropriate recovery and rehabilitation processes are set in place.

### Environmental Guidelines for Different Phases of Work

In addition to the guidelines presented above, the Company will follow the following:

<b>Prospecting and Evaluation Stage</b>	<ul style="list-style-type: none"> <li>• Company will avoid in as much as possible damage to, cutting and removal of indigenous trees.</li> <li>• Company will avoid damage to spiritual sites.</li> <li>• Company will minimize the use and impact of vehicles.</li> <li>• Marker pegs will be placed in sensible positions and ensure that these can be removed once work programmes are complete.</li> <li>• During soil (loam) and or stream sediment sampling ground disturbance will be minimized and top soil and plant material will be replaced.</li> <li>• Ensure that removal of soil and rock material will not lead to adverse surface water</li> </ul>
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	<p>impacts and erosion.</p> <ul style="list-style-type: none"> <li>• Company will remove all litter, tape, and plastic material from working areas.</li> </ul>
<p><b>Field Mobilization/De-mobilization</b></p> <p><b>Camp Establishment and Removal</b></p>	<ul style="list-style-type: none"> <li>• Company will consult with all relevant authorities to establish appropriate guidelines and authorizations for ground based surveys.</li> <li>• Company will show respect for cultural and ecologically sensitive sites and liaise as above.</li> <li>• Show awareness and understanding when operating in or close to protected areas.</li> <li>• Have respect for communities and consult with relevant Stakeholders beforehand.</li> <li>• Use existing camp sites or cleared areas for establishment of camping, parking and processing of field samples.</li> <li>• Use existing roads and access and consult with authorities or communities if it is essential to construct new access.</li> <li>• Close-off all exits to roads and tracks that may be constructed once the project is complete.</li> <li>• Ensure that all fuels and lubricants are stored appropriately and that liners and berms are in place to contain spillages.</li> <li>• On completion of programs remove all items, litter and other foreign objects and substances.</li> <li>• Rehabilitate, including the smoothing and repair of disturbed areas, and replace topsoil and plant material.</li> <li>• The covering of fuel and oil spills with clean soil and vegetation is not an effective means of rehabilitation.</li> </ul>
<p><b>Exploration Work &amp; Associated Activities</b></p>	<ul style="list-style-type: none"> <li>• An Environmental and Social Impact Assessment ("ESIA") process appropriate and commensurate to the work planned in compliance with IFC's Performance standards will be undertaken prior to ground based exploration.</li> <li>• The objective of this approach will be to collect baseline information early on, to identify and mitigate impacts during exploration, planning and feasibility work, and to develop mitigation measures appropriate to the nature and scale of activities, to ensure a productive, self sustaining and hazard-free post-exploration environment.</li> <li>• The ESIA process will identify and provide possible solutions to address relevant issues for the project such as on biodiversity, soil, ecology, vegetation and wildlife issues, air quality, water resource utilization and water quality, energy utilization and conservation, solid and liquid waste management, vehicle impacts, handling, storage and use of hazardous materials (e.g.: fuels and oils), land acquisition, compensation, reclamation of exploration areas and impacts on communities.</li> <li>• Environmental, Social and Health and Safety Management plans/Procedures or Action Plans appropriate for exploration will be formulated in consultation with environmental and mining authorities, local communities, and other stakeholders and these plans will address impacts identified by the EIA process.</li> <li>• The Company will not conduct or be associated with any on-ground exploration or operations in National Parks or other designated protected areas.</li> <li>• The Company will not conduct or be associated with any on-ground exploration or operations which would result in destruction or significant degradation of a critical natural habitat as defined through application IFC PS6 (Biodiversity Performance Standard).</li> <li>• The Company will implement a chance finds archaeological procedure in conjunction with the appropriate authorities with respect to archaeological remains discovered during the course of exploration activities.</li> <li>• The Company will look at resource conservation opportunities and options of reducing the use of water from the environment and look at opportunities for recycling and reusing</li> </ul>

	<p>of water from drilling activities.</p> <ul style="list-style-type: none"> <li>• The Company and its drilling contractors will only use biodegradable muds during the execution of drilling activities.</li> <li>• Prior to any mine development the Company will need to develop an ESIA appropriate for this phase which is aligned with IFC's Performance Standards and Good International Industry Practice (GIIP). This ESIA will need to be fully integrated with the feasibility study (design) of the project to avoid, reduce, mitigate and manage most significant ESHS risks and impacts.</li> <li>• IFC Performance Standards and IFC's EHS Guidelines (General and Mining) can be found at:  <a href="http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Sustainability+Framework/Sustainability+Framework+-+2012/Performance+Standards+and+Guidance+Notes+2012/">http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Sustainability+Framework/Sustainability+Framework+-+2012/Performance+Standards+and+Guidance+Notes+2012/</a>  <a href="http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Sustainability+Framework/Environmental%2C+Health%2C+and+Safety+Guidelines/">http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/IFC+Sustainability/Sustainability+Framework/Environmental%2C+Health%2C+and+Safety+Guidelines/</a></li> </ul>
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**Environmental Guidelines for Other Activities during Exploration**

<p><b>Bulk sampling (via Open Pitting)</b></p>	<ul style="list-style-type: none"> <li>• Remove topsoil and plant material to one side and protect topsoil from weathering.</li> <li>• Minimize removal and damage of indigenous trees.</li> <li>• Conduct extraction in a systematic fashion and ensure rehabilitation is an integral part of the mine programme.</li> <li>• Ensure that slimes dams are secure and do not contaminate surface and groundwater.</li> <li>• Ensure stability of pit walls.</li> <li>• Ensure that the footprint of the operation is constrained to the minimum possible area.</li> <li>• Fill completed sampling excavations, replace rock and other material, and cover with topsoil and plant material.</li> </ul>
<p><b>Test Open Cast Mining</b></p>	<ul style="list-style-type: none"> <li>• Ensure stability of pit walls and water storage facilities.</li> <li>• Minimize dust emissions, noise, vibration and visual impacts.</li> <li>• Prevent adverse surface and ground water impacts.</li> <li>• Minimize damage to biodiversity and reduction in land capability.</li> <li>• Progressively rehabilitate areas disturbed by mining.</li> </ul>
<p><b>Test Mineral Processing Facilities</b></p>	<ul style="list-style-type: none"> <li>• Prevent adverse air quality impacts and minimize dust levels.</li> <li>• Minimize use of water and energy.</li> <li>• Minimize spillages, waste generation and responsibly dispose of unavoidable wastes.</li> <li>• Prevent adverse groundwater and surface water impacts.</li> </ul>
<p><b>Solid Process</b></p>	<ul style="list-style-type: none"> <li>• Contain seepage of contaminants and pollutants.</li> </ul>

<b>Waste and Waste Rock</b>	<ul style="list-style-type: none"> <li>• Prevent flooding and failure of tailings dams.</li> <li>• Minimize release of dust.</li> <li>• Minimize damage to biodiversity and avoid land alienation.</li> </ul>
<b>Decommissioning and Closure of Exploration Activities</b>	<ul style="list-style-type: none"> <li>• Conserve and restore biodiversity.</li> <li>• Prevent adverse surface and groundwater impacts.</li> <li>• Ensure long-term stability and viability of rehabilitated surfaces.</li> <li>• Manage socio economic issues to minimize adverse socio-economic impacts.</li> </ul>
<b>Town, Road and Airfield Construction</b>	<ul style="list-style-type: none"> <li>• Consult with authorities and communities to ensure optimization of locality and infrastructure.</li> <li>• Minimize dust emissions, nuisance and noise.</li> </ul>

## Community Relations, Communication and Notification Policy

### Introduction

Proactive interaction with the stakeholders that the Company's exploration and development programmes may impact upon is considered an important part of the long-term investment that the Company is planning in Country.

The Company recognizes that from the inception of the programme, and as the project progresses it will be important to:

- ◆ communicate and interact proactively with any community and role player that may be affected by its programmes,
- ◆ inform and obtain buy-in on a mutually agreed and consensus based manner with the full range of stake holders that may be impacted upon by exploration, evaluation and development.

In these respects the Company will work actively and transparently with Government authorities, other elected parties, non-governmental organizations, and the communities themselves to ensure that they (the communities) are aware of the activities of the Company, and that the impact on communities is kept to a minimum.

At the point that drilling, evaluation and other such programmes are implemented the Company will endeavour to identify how the impacts of such work on communities can best be managed, and how benefits can best be provided to communities through the activities of the Company.

### Stakeholder and Community Notification Guidelines

These following Notification Guidelines shall apply to all exploration, prospecting, bulk sampling and mining.

<b>Management of Impacts</b>	<ul style="list-style-type: none"> <li>• Social management plans or Action Plans will be formulated following best practice and in consultation with environmental and mining authorities, local communities, and other stakeholders to address the impacts identified during the ESIA process.</li> </ul>
<b>Broad Stakeholder Consultation</b>	<ul style="list-style-type: none"> <li>• The Company will carry out a stakeholder mapping exercise to identify relevant stakeholders (communities, NGOs, government, etc) to the Project to support the preparation of a Stakeholder Engagement Plan (SEP).</li> <li>• Based on the mapping exercise above, the Company may need to develop a SEP relevant to the activities being undertaken. This SEP should support the Company communicate and consult with all persons, or groups of persons,</li> </ul>

	<p>external to the operations who may be expected to be affected by or concerned due activities in their areas of residence or livelihood.</p> <ul style="list-style-type: none"> <li>• The Company will ensure that proactive consultation and dialog is maintained at all stages to identify and work with stakeholders to develop strategies that will address their concerns and expectations.</li> <li>• Consideration will at all times be given to local context and cultural factors in order to facilitate understanding and informed discussion.</li> <li>• The Company will, as appropriate, seek the assistance of independent third parties, facilitators, NGO's and other credible organizations to assist this process.</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>• The Company will seek regular engagement about issues which may affect communities.</li> <li>• The Company will promote strong relationships with, and enhance the capacities of, of those communities where it conducts activities for ongoing periods.</li> <li>• Where it is possible, support for community projects will reflect the priorities of local people, sustainability and cost effectiveness.</li> </ul>
<b>Grievance Management</b>	<ul style="list-style-type: none"> <li>• The Company will develop a Grievance Management Process and Procedure to address concerns and claims from community stakeholders in a readily manner.</li> </ul>
<b>Community Notification</b>	<ul style="list-style-type: none"> <li>• The Company will commence a community notification and communication process in advance of activities and will undertake Community Notification as outlined below:</li> <li>• The Notification process shall include the following information as a minimum: <ul style="list-style-type: none"> <li>a) General location with reference to specific local landmarks.</li> <li>b) Estimated survey or work commencement.</li> <li>c) Estimated survey or work duration.</li> <li>d) Invitation to contact with questions or comments.</li> <li>e) Client representative contact details.</li> </ul> </li> </ul>
<b>Government bodies</b>	<ul style="list-style-type: none"> <li>• The Company respects the laws of Country whilst seeking to observe, within its operations, the universal standards of accountable and equitable human rights practices.</li> <li>• The Company aims to be and be seen as socially responsible and an investor of choice.</li> </ul>
<b>Non-governmental Organizations</b>	<ul style="list-style-type: none"> <li>• The Company aims for constructive relations with relevant non-governmental organizations.</li> <li>• The input of these organizations is considered important in terms of leading to better practices and increasing our understanding of host communities.</li> </ul>
<b>Facilitators</b>	<ul style="list-style-type: none"> <li>• Consideration will be paid to local conditions and where dictated by these local conditions (for example low literacy rates) visits to the local community will occur. The team makeup involved in these visits will include as a minimum: <ul style="list-style-type: none"> <li>a) Company representative familiar with the operation</li> <li>b) Community relations officer</li> </ul> </li> </ul>

<b>Review and Feedback</b>	<ul style="list-style-type: none"> <li>The effectiveness of communication, consultation and participation processes will be regularly reviewed in collaboration with stakeholders.</li> </ul>
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## Labor, Health and Safety Policy

### Introduction

The health and safety of its employees, contractors, affected communities and any other role players that may participate and be affected by the activities of Condor are crucial to the long term success of the company.

The company will establish and maintain a constructive work-management relationship, promote the fair treatment, non-discrimination and equal opportunity of workers.

Every effort will be made through training, peer pressure, regular reviews and briefings, and other procedures to ensure that best practice labor, health and safety policies are implemented and maintained by the company including prompt and in-depth accident and incident investigation and the implementation of the conclusions thereof. And taking measures to prevent child labor and forced labor.

The Company's aim is at all times to achieve zero lost-time injuries (LTI's) and fatalities.

### Health and Safety Guidelines

<b>Risk Management, HSEC Risk Register</b>	<ul style="list-style-type: none"> <li>Health and Safety risk management identification procedures will be carried out at each new or existing site or operation, recorded and maintained in a Risk Register.</li> </ul>
<b>Legal Requirements, Documentation</b>	<ul style="list-style-type: none"> <li>Information regarding worker's rights under national labor and employment law including wages, benefits and terms of conditions should be provided to worker no later than at the time of the employment.</li> <li>Employees and Contractors understand that they have the right and responsibility to stop or refuse to work in unsafe conditions, and shall bring these conditions to the attention of management immediately.</li> <li>Respect worker's legal rights to form or join worker's organisation without interference and respect collective bargain agreements. Ensure that terms of conditions of employment are in compliance with national law and international labour standards.</li> <li>In case retrenchment becomes necessary the Company will develop a retrenchment plan, consult with relevant stakeholders including workers' representatives, implement a grievance mechanism and implement measures to ensure that the selection of staff being retrenched is based on objective criteria.</li> <li>All employees and contractors are provided with a written contract stating the terms and conditions of employment.</li> <li>Employees and contractors are provided with payslips explaining how salaries and deductions are calculated.</li> </ul>
<b>Employee Grievance Procedure</b>	<ul style="list-style-type: none"> <li>A grievance mechanism shall be developed, implemented, and should be accessible to all employees and contractors. Grievances can be filed on an anonymous basis. All grievances will be replied to within a reasonable amount of time. Grievances and answers are registered by the company to document the process.</li> </ul>



<p><b>Awareness, Competence, and Behaviour</b></p>	<ul style="list-style-type: none"> <li>• Company management and personnel, including all project and site managers shall ensure that they, their staff, Contractors and visitors are in good health and able to conduct work requirements in a competent manner.</li> <li>• Inductions that address relevant HSEC objectives, hazards, risks, controls and behaviour will be conducted and documented for employees, contractors and visitors at the commencement of their employment or site visits.</li> <li>• Regular re-briefings and training programs shall be held to reinforce the HSEC policy and risk management</li> <li>• Cross-cultural training will be undertaken for employees and contractors who interact with peoples from different cultures.</li> <li>• Implement measures to ensure that all employment decisions (hiring, firing, promotion and training opportunities) are based on non-discriminatory criteria.</li> </ul>
<p><b>Communication, Consultation and Participation</b></p>	<ul style="list-style-type: none"> <li>• Effective communication and consultation shall be maintained between the Directors, management, employees, contractors and other stakeholders.</li> <li>• Employee, contractor and stakeholder participation and feedback is encouraged, and tracking of follow-up actions shall be documented and reviewed.</li> <li>• Open consultation and communication with government, authorities and other organizations will be maintained in order to contribute to the development of public policy, relevant legislation and educational initiatives.</li> <li>• A Human Resource Policy shall be developed and shall be disseminated to all employees and contractors in their native languages and in an easily understandable version. In case employees are not literate information will be provided through regular meetings.</li> <li>• All new, reassigned and/or temporary employees and contractors will be trained on the principles of the Human Resource Policy.</li> </ul>
<p><b>Personal and Property Safety and Security</b></p>	<ul style="list-style-type: none"> <li>• Employees and contractors will be aware and mindful of potential personal safety and security risks that may be encountered in the local environments in which they may operate, and this will also extend to the use of company facilities and property.</li> <li>• Awareness in respect of vehicle high-jacking, theft of personal items, break-ins and other such risks is important and appropriate measures to minimize such risks should be implemented at all times.</li> </ul>
<p><b>Operations, Inspections and Maintenance</b></p>	<p><b>Road Travel and Transportation</b></p> <ul style="list-style-type: none"> <li>• All personnel shall adhere to road travel regulations and speed limits.</li> <li>• All employees, including management and directors, should insofar as possible avoid travelling by road at night and should at all times be particularly mindful of pedestrians and animals on roads and roadsides</li> <li>• All personnel vehicles shall contain an automotive type fire extinguisher approved by the HSEC Representative which must be checked regularly and refilled or replaced immediately after use.</li> <li>• A portable fire extinguisher of an approved type and size will be conspicuously mounted on every support truck and heavy equipment.</li> <li>• Seat belts are to be worn at all times by personnel in vehicles travelling on or off road in Company's area of operations including the site.</li> <li>• Cell phones will not be used whilst vehicles are in motion, cell phones must not be answered until a vehicle is stationary.</li> <li>• All personnel should be properly enclosed in vehicles with seat belts and no personnel shall be transported on the back of open vehicles.</li> </ul>

- Effective means of communication shall be present in each vehicle, especially when remote areas are visited.

#### **Work and Camp Sites**

- All sites shall be kept clean and tidy, and equipment and walkways to be kept free of grease, oil and other hazards.
- All sites shall have appropriate fire extinguishers in obvious locations.
- Personnel on Site must be familiar with the location and use of these extinguishers and be trained in their use.

#### **Plant and Equipment**

- All plant and equipment will be operated, maintained, inspected and tested within the framework of the HSEC policy and risk management procedures.
- All machinery, tools, and equipment used in performing work activities shall remain in good and safe operating condition and shall be operated in accordance with safe operating practices.
- All dangerous or moving parts (including but not limited to chains, belts, sprockets, shafts, couplings and clutches) shall be adequately covered with safety guards to prevent accident or injury.
- All machinery or equipment to be repaired shall be isolated before repairs are carried out.
- All electrical generators, appliances, fittings, power leads and power tools used at sites will conform to approved specifications/standards, be tested routinely and regularly inspected by a qualified electrician.
- Wooden handles of hand tools, such as axes, sledge hammers, shovels, picks, rakes etc., used in connection with the Services, will be properly secured and free of splinters

#### **Flammable Materials and Gas Cylinders**

- Flammable materials such as diesel, petrol, oils and gas cylinders will be isolated and stored in a cleared designated area.
- Toxic additives shall be avoided wherever possible.
- Oxygen, acetylene, and propane bottles used by staff will be properly secured in an upright position at all times.
- Fire extinguishers must be located within safe distances from the above designated areas.

#### **First Aid and Emergencies**

- First aid kit appropriate for the number of personnel in the area will be provided to every support vehicle.
- All personnel must know the location and use of these kits and one person shall be delegated the task of regularly checking and restocking the first aid kits.
- Emergency communication equipment shall be available at every site or operation.
- Managers and/or Team Leaders shall conduct regular safety inspections of all machinery, tools, and equipment and immediately report any deficiencies to Management.
- Managers, supervisors, and insofar as possible all staff will have completed First Aid training.

#### **Recruitment**

- When recruiting new employees verify that they are at least 18 years old by checking their identification documents.
- The Company will not retain the original identification documents of any of the

	employees.
<b>Incident Reporting and Investigation</b>	<ul style="list-style-type: none"> <li>• Personnel injury or lost time accidents and/or material damage or losses which cause stoppage of normal operations shall be reported, documented, investigated and analysed in a timely manner according to specified procedures.</li> <li>• Incidents with potential for similar consequences as above shall be reported and documented in a similar manner.</li> <li>• Corrective and preventive actions shall be taken and lessons shared documented and disseminated among staff.</li> </ul>
<b>Crisis and Emergency Management</b>	<ul style="list-style-type: none"> <li>• Procedures and resources will be in place to effectively respond to crises and emergency situations.</li> <li>• It shall be the responsibility of management and Team Leaders to ensure that all employees and contractors are fully aware of all procedures.</li> <li>• All employees and Contractors must ensure that they are made aware of procedures and acknowledge this.</li> <li>• Company shall engage with nearby communities to inform them and raise awareness on potential emergencies and emergency response actions.</li> </ul>
<b>Monitoring, Audit and Review</b>	<ul style="list-style-type: none"> <li>• HSEC performance and systems will be monitored, audited and reviewed by management to identify trends, measure progress, assess compliance, communicate problems and drive continuous improvement.</li> </ul>
<b>Occupational Health</b>	<ul style="list-style-type: none"> <li>• Employees and Contractors will be assessed for their fitness for work and protected from health hazards associated with their work.</li> <li>• Occupational health and hygiene assessments, and ongoing medical surveillance programmes, will be conducted for all occupations, tasks, and work environments, consistent with exposure risk.</li> <li>• Employees will have access to adequate medical and first aid services as appropriate to the location and nature of operations.</li> <li>• Contractors will ensure that their staff are adequately protected in terms of health and medical requirements.</li> <li>• The Company will promote an approach whereby it encourages employees and contractors to undergo assessment to ensure their fitness for work. Any information or Medical records will be kept confidential.</li> </ul>
<b>HIV - AIDS</b>	<ul style="list-style-type: none"> <li>• Community health issues associated with the Company's operations are identified and managed insofar as this is possible.</li> <li>• Voluntary HIV - AIDS testing and counselling programmes are available to all employees and Contractors and their staff will be invited to participate in this service programme (if appropriate).</li> <li>• The Company at all times supports and implements AID's awareness programmes.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• The Company promotes and encourages a safe and healthy lifestyle amongst staff, contractors, communities and individuals which it either employs, contract or interacts with</li> </ul>

# Development Stage

## Social Management Approach

### Introduction

The Company recognizes the benefits of proactively engaging and working with local communities for the benefit of all stakeholders. In this respect the company will communicate and consult with local communities and stakeholders with a view to fostering mutual understanding and shared benefits through the promotion and maintenance of open and constructive dialogue and working relationships.

In order to maximize the benefits arising out of any mining development the Company will ensure that all construction and mining operations carried out by it or by subsidiaries and joint ventures to which the Company is party adhere to the guidelines outlined below

### Development Guidelines

- The Company will wherever possible draw on experience from and replicate positive initiatives from similar projects worldwide.
- Implement the requirements of IFC Environmental and Social Performance Standards.
- Support and improve (i) local communities and (ii) promote integrated resource conservation and utilization in the region.
- Any community investment should be strategic and consider capacity building and sustainability of the social programs.
- In as much as feasible, support regional economic development not directly tied to the project.
- Support project related supply chain development and linkages.
- Prioritize local hiring.
- Provide training programs for available jobs.
- Support community-based natural resource management initiatives.
- Support programs to address HIV/AIDS and other infectious diseases, possibly working with IFC's current HIV/AIDS "Mining Toolkit".
- Support water resource development initiatives.
- Support institutional development and capacity building, in particular in the areas of resource conservation monitoring and management.
- Where ever possible develop sustainable infrastructure requirements in conjunction with the needs of the Community.
- Investigate and apply the benefits gained from use of local knowledge.

Signed:



**Chairman**

**Date: 24<sup>th</sup> December 2014**