

To achieve excellence in the Management of Health and Safety the entire Navachab Gold Mine Team is committed to the following:

- Provide a working environment that is **conductive for health and safety**.
- Place the management of occupational safety and health as a prime **responsibility of line management** from the senior management through to the first line supervisory level.
- Obtain employee involvement and consult with employees or their representatives to gain commitment in the implementation of the policy, and create a culture where **health and safety starts with the individual**.
- Provide **appropriate resources** to enable compliance with this policy.
- Support and ensure that our OSTRICH behaviour based safety program becomes an integral element of Navachab Mines Health and Safety System.
- **Communicate** openly on safety and health issues with employees and relevant stakeholders.
- **Establish and maintain a system** of medical surveillance for all employees.
- Ensure that employees at all levels receive **appropriate training** and are competent to carry out their duties and responsibilities.
- Provide the appropriate **personal protective equipment and train for adequate usage**.
- **Comply** with all relevant laws, regulations and standards of Namibia. In the absence of appropriate standards, the Navachab Mine standards will be adopted.
- Adopt a **100% compliance** approach to the implementation of health and safety standards and procedures.
- Adopt and Implement **the most appropriate health and safety management system**.
- Conduct the necessary **risk assessments** to minimise and control occupational hazards.
- Maintain the objective of **Zero Injury for Gold** and measure the Company's performance against this objective.
- **Monitor** the effects of the company's operational activities on the safety and health of our team members (all employees)
- Run **in-house safety competitions to promote safety awareness** which reward excellence and encourage continuous improvement in safety and health.
- Ensure **Contractors comply** with this policy.