
HEALTH, SAFETY AND ENVIRONMENTAL (HSE) POLICY

At Al Etihad Gold FZCO, we are committed, in all our operations, to ensure that our activities do not adversely affect the health and safety of our employees and other interested parties. We are also committed to minimizing any adverse impact on the environment. To achieve these commitments, we have established management systems which will enable us to:

- Identify and control the Occupational Health, Safety and Environmental Hazards of our business activities to protect people and to prevent pollution.
- Assess the associated high risks and implement the necessary control measures to either eliminate or control them.
- Communicate and Consult with our employees' participation in all HSE activity, interested parties, and stakeholders.
- Provide a trained workforce with available resources and 'STOP' work authority to perform their work safely.
- Provide a safe place of work.
- Maintain our equipment and facilities to prevent injuries to people and damage to the environment and property.
- Monitor and control all waste and emissions that have an impact on the environment.
- Monitor, control, and implement 4R's for energy and natural resource conservation.
- Investigate accidents and incidents with a view to eliminating their cause.
- Monitor, review, and report on our performance.
- Improve our health, safety and environmental protection performance with self-audit, internal and external audits, corrective actions and internal improvement activities.
- Comply with the legal requirements of the countries in which we operate, and codes of practice to which we subscribe.

The Al Etihad Gold Top Management is **fully committed to the implementation of this policy** and **will provide resources** to support the management system. Specific objectives will be set annually to support and enhance the company's HSE management. All employees are expected to comply with the established health, safety and environmental procedures and regulatory requirements at all times.

The performance of the management system and the supporting objectives will be regularly monitored and reviewed at corporate, regional and local levels to ensure that our commitments are being met.