

DOCUMENT CONTROL SHEET

DOCUMENT TITLE:

HEALTH AND SAFETY POLICY

DOCUMENT OWNER:



DOCUMENT PREPARED BY:

DOCUMENT REFERENCE No.:

CHZ_POL_012

VERSION No.:

NEXT REVISION DATE:

30/6/2023

DOCUMENT APPROVAL

Action	Name	Role (Organisation)	Signature	Date
Review	Andrew Grove	Managing Director & CEO Chesser Resources Ltd		2021/07/29
Approval	Mark Connelly	Chairman Chesser Resources Ltd.		2021/07/29

DOCUMENT VERSION

Rev. No.	Modification Details	Major / Minor	Date
REV0	Original version	N/A	2021/02/15
REV1	Reviewed and Edited by A.Grove for Corporate Review		2021/07/15

HEALTH AND SAFETY POLICY

Chesser Resources Limited and its Subsidiaries (“Chesser”) is a West African gold exploration and development company. Chesser, is committed to protecting the health, safety and wellbeing of our staff, contractors, communities and stakeholders by striving for zero harm. We recognise the inherent risks associated with our activities and we shall establish a robust, safe system of work and effective leadership capability at all levels of the company.

To meet this commitment, we will:

- Ensure that the Health and Safety (“H&S”) conditions at all of our operations are performed in compliance with the licence conditions of our permits, national H&S laws and regulations, as well as relevant international standards, policies, codes of practice etc.
- Provide all personnel under our control with suitable PPE and H&S inductions to conduct their duties.
- Ensure H&S risks and opportunities are captured in our Health, Safety, Environment and Communities (“HSEC”) Risk Management Framework, to be updated and communicated every 12 months to all personnel.
- Maintain a robust H&S management system that effectively provides identification and management of critical hazards, provide a standardised approach for risk, incident and injury management and disseminates shared learnings across our business operations for continual improvement.
- Set company targets, to drive accountability and improve H&S performance and support our employees and contractors to meet these objectives.
- Clearly define fitness for work and other H&S requirements to all our employees. We will train our personnel regularly and verify their competency at least biennially.
- Build effective visible leadership at all levels of the company to model desired H&S behaviours, drive understanding and compliance, and to challenge the effectiveness of our existing practices and controls.
- Partner with key stakeholders to deliver education, awareness, mitigation and other programs to drive improved H&S outcomes for employees, contractors, host communities and stakeholders.
- Seek to understand the occupational exposures that exist across our business and implement risk-based mitigation and monitoring programs to improve the health, safety and wellbeing of our workforce.
- Empower all personnel working under our control to stop work immediately if a task is perceived to be unsafe and further risk mitigation is needed.
- Periodically train our employees to effectively identify, address and report workplace hazards, risks, incidents and opportunities in our business operations.
- Maintain occupational & emergency medical capability for all our employees and contractors through quarterly training.
- Maintain a robust Emergency Response Plan to protect our business continuity, viability and shareholder value, and manage and test this plan in collaboration with affected stakeholders.
- Establish a H&S system to drive engagement and continual improvement of H&S matters in the workplace, and report on H&S risks, opportunities and performance.
- Implement internal and external assurance mechanisms to ensure compliance with this Policy.

All directors, officers, employees and contractors will be made aware of this Policy as well as the relevant responsibilities it defines as part of Chesser's Integrated Management System ("IMS").

The Board of Directors, via the HSEC Manager, will conduct regular audits and inspections to improve Chesser's H&S performance. This Policy will be reviewed annually and updated as required.