

Safety, Health & Environment Policy

Highland Gold Mining Limited believes that all injuries are preventable and care for our people and the environment is an integral and vital part of our business.

To this end we are committed to:

- Providing a safe and healthy work place, ensuring that our employees and contractors can perform their tasks safely, with no accidents, injuries or incidents.
- Protecting the environment by mitigating the impact on it.
- Integrating health, safety and environment considerations into our business planning.
- Complying with all applicable laws, regulations and standards
- Setting objectives and targets, monitoring and reviewing Safety, Health & Environment performance, including risk assessment.

To achieve this. Highland Gold Mining Ltd will establish Safety, Health and Environment standards at all of their operations and projects, and continue to implement accident prevention, hazard control, environmental impact and employee training and involvement as priorities.

All Highland Gold Mining Ltd Managers in all areas of the business shall:

- Ensure that all employees and contractors are trained, enabling them to work competently and safely in completing their work.
- Plan, implement and monitor a comprehensive Safety, Health and Environment programme to meet our duty of care and ensuring continual improvement.
- Design mine and site facilities that safeguard the health and safety of all employees and contractors, prevent pollution, consider resources and energy, and reduce waste. Minimize the use of hazardous substances and materials and utilize best practices, where ever possible.
- Promote a culture of communication, responsibility and involvement in Safety, Health and Environment.

Highland Gold Mining Ltd employees and contractors shall share the responsibility to:

- Work in a healthy and safe manner and take due care of the environment.
- Promptly report any incidents, accidents, unsafe practices or conditions that they witness.
- Actively participate in the support and promotion of Safety, Health and Environment in the work place.

Our objective is to achieve best practice in Safety, Health and Environment performance, placing the highest possible value on life, health, wellbeing, and the environment.

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