

 Safety, Health,  
 Environment &  
 Community Policy

Guinea Alumina Corporation (GAC) understands its primary accountability towards the wellbeing of its employees, contractors, and the community, along with the protection of the environment.

The primary goal of GAC is “Zero Harm” focusing on the prevention of loss to people, property, process, and the environment. GAC recognizes that sound Safety, Health, Environment & Community (SHEC) programs are essential to operate a successful mining business.

To achieve the GAC “Zero Harm” Philosophy, all employees will act in a manner consistent with the Core Values of GAC to demonstrate leadership in Safety, engagements with the community and stewardship of the Environment.

To fulfil this commitment GAC will:

- Promote a culture of respect for fellow employees, contractors, our host communities, and the environment and a commitment to human rights, and against all forms of discrimination, harassment, and Gender Based Violence.
- Systematically apply policies, procedures, and practices to identify, analyze, evaluate, and control risks to As Low As Reasonably Practicable.
- Use our core values to build, financial success, environmental excellence, and social responsibility in partnership with all stakeholders.
- Maintain compliance with all relevant legislation and relevant industry codes of practice.
- Integrate SHEC objectives, targets and standards into our business systems and processes.
- Hold all employees and contractors accountable for meeting their SHEC objectives and targets.
- Establish mechanisms to ensure effective consultation and communication with our host communities, contractors, and our employees.
- Ensure formal and up-to-date policies, procedures and workplace instructions are in place, are available and are communicated to employees and other stakeholders on an on-going basis.
- Allocate appropriate financial and other resources to achieve the set Objectives and Targets.
- Ensure continuous improvement through regular review of Management Systems and other controls.
- Instill an understanding through the GAC Safety and Health programmes that,


*Every employee has the right to a safe and healthy workplace, safe working conditions, and a clear understanding of the hazards of the workplace. Any employee who believes that an activity or condition is unsafe is expected to Stop or Suspend the activity without fear of reprisal. The employee is also entitled to have the safety concern addressed prior to continuing the task or activity.*

- Make clear through actions amongst all employees, contractors, and visitors that GAC has a Zero Policy for Drugs and Alcohol in the workplace and will not accept anyone performing work duties when under the influence of Drugs and Alcohol.
- Consider the degree to which the wealth generated and resulting financial resources of the business contribute to society. This includes among others, investment in employees, job creation, supporting the supply chain, community development, social contribution, and support of national economic growth.
- Strive to preserve precious natural resources and act responsibly, to protect the environment. GAC endeavors to minimise the environmental impact of its operations wherever possible. An overriding goal is to make GAC’s mining and production processes as efficient as possible as to minimise GAC’s use of resources and control the release of pollutants into the environment.

GAC will entrench ethical practices in all aspects of our business to ensure that GAC’s social license to operate is maintained and strengthened.

All GAC employees and contractors are accountable for making sound decisions within the scope of their responsibilities to ensure that these commitments are achieved.

GAC will review this policy on an annual basis and will update as needed.

DocuSigned by:  
  
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CEO – Daniel Pop

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Date