



## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

### **Lydian's Commitment to Sustainable Development**

Lydian International Ltd and its controlled affiliates (the "Company" or "Lydian") aims for sustainable development<sup>1</sup> outcomes and is committed to the integration of environmental, health, safety, social and security considerations into its procedures for project development and operation at all stages.

As part of its commitment, Lydian has therefore developed policies that protect our stakeholders and environment where we do business.

### **Lydian Occupational Health and Safety Policy**

Lydian believes people are our key resource and aims to have zero lost time injuries (LTI's). We believe that all accidents are preventable and have adopted a Zero Harm approach in the way we do business to ensure our people return home safely every day.

This Occupational Health and Safety Policy applies to all employees, contractors, sub-contractors and members of the public who may be affected by our activities. It is the policy of the Company to provide and maintain, as far as reasonably practicable, a working environment that is safe and without risk to health. Lydian aims to achieve Zero Harm through effective management of health and safety. This includes the provision of:

- Appropriate health, safety and job-specific training to improve competence and confidence;
- Safe and healthy working conditions;
- Design and maintenance of safe systems of work;
- Properly maintained and guarded machinery;
- Implementation of emergency and evacuation procedures in case of significant incidents; and
- Arrangements for regular engagement and consultation with employees on day-to-day health and safety conditions.

The Company requires all employees to recognize their own individual responsibility regarding occupational health and safety and to comply with all health and safety requirements relevant to their activities, including but not limited to:

- Following established standard operation procedures, guidelines and instructions;
- Wearing any Personal Protective Equipment (PPE) required for specific tasks;

<sup>1</sup> "Development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

- Accurately reporting all incidents, accidents and hazards in a timely fashion and in line with Company procedure;
- Beginning every task by first considering any health and safety risks;
- Asking questions of their supervisor when unsure of the procedures for any task.

Lydian will work with regulatory agencies and other stakeholders, including local communities to address occupational health and safety priorities and concerns in a transparent, participatory and constructive manner.

As part of its commitment to sustainable development outcomes, Lydian will provide adequate resources to meet its health and safety obligations throughout the life of its operations, from exploration through to closure. This will be accomplished via an adaptive management process and the application of a mitigation hierarchy, with an emphasis on engineering, replacement and substitution.

### **Compliance**

The company will design and manage its activities to comply with all applicable local and national laws and regulations and will adhere to the requirements of the World Bank Group/International Finance Corporation (IFC) and European Bank for Reconstruction and Development (EBRD). Lydian requires its consultants, contractors, suppliers and subsidiaries to adopt the principles of this Occupational Health and Safety Policy as a minimum standard.

### **Continuous Improvement**

The Company will review its Occupational Health and Safety Policy on a periodic basis and update it as necessary. It will also conduct periodic, systematic, internal occupational health and safety audits. It will use the results as a basis for continuous improvement in health and safety performance through an adaptive management process.

### **Communication and awareness**

The Company will communicate the Policy to its employees, contractors and suppliers to ensure that they are aware of the Company's commitments and their responsibilities. The Company will provide staff training to promote good practice as well as awareness of the policy's requirements. The Company expects all its contractors to take similar action.

This policy was approved by the Board of Directors on November 8, 2017.