



OH&S Policy Statement

Occupational Health and Safety Policy (OH&S)

at PW Mining International Ltd. (PWMIL)

PWMIL Group OH&S Policy

Statement of Commitment:

The ability of PWMIL to continually improve the quality of the services we provide to our customers is key to our success. This success is achieved by ensuring the health, safety and security of our workers, operations, and the communities in which we live and work.

Occupational Health & Safety (OH&S) is integrated throughout our business activities, behaviors, and strategic decisions. We are committed to applying our OH&S culture worldwide by striving to eliminate non-conformities, prevent work-related injury and ill health, and to operate our business in a sustainable manner.

Responsibilities and Leadership

PWMIL expects active commitment and accountability for Occupational Health and Safety from all workers and managers throughout our operations.

PWMIL senior management shall demonstrate their leadership, take overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities. They shall ensure sufficient resources for effective OH&S management. Line managers shall demonstrate leadership by communicating, implementing, and ensuring compliance with OH&S processes, standards, and legal requirements.

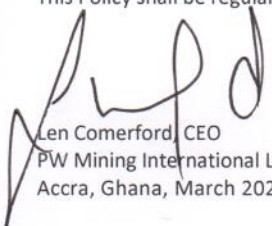
Implementation of Policy Commitment

- Ensure OH&S is a core value integrated within the strategic business process and direction of the organisation.
- Set performance objectives, measure results, assess and continually improve processes, services, and the OH&S Management System
- Assess risks, audit, and actively monitor our activities to, eliminate or control health, safety, security hazards and nonconformities.
- Provide workers with appropriate training, instruction, and supervision to ensure that they are competent to conduct their work, including the ability to identify hazards.
- Promptly and thoroughly investigate incidents to identify root causes and apply corrective actions to minimize the probability of recurrence.
- Monitor measure and evaluate OH&S performance to determine the effectiveness of the OH&S management system.
- Develop, implement, and test plans to respond and recover from emergency situations.
- Apply the hierarchy of risk control, in conjunction with technical skills.
- Support the establishment and functioning of health and safety committees, ensuring the consultation and participation of workers and worker representatives.
- Protect workers from reprisals when reporting incidents, hazards, risks, and opportunities.
- Reward outstanding OH&S performance, celebrate and share success.
- Comply with all applicable legal, ISO 45001:2018, and other requirements wherever we operate.

These commitments are critical to our success, to enable PWMIL to systematically minimize loss, add value, and satisfy the needs and expectations of interested parties.

We believe in a just culture where crucial elements in developing our organisation encompass valuing safety, encouraging engagement at all levels, and building robust meaningful leadership.

This Policy shall be regularly reviewed to ensure ongoing suitability in line with worker consultation, participation and business core values.


Len Comerford, CEO
PW Mining International Limited
Accra, Ghana, March 2023