



WORK SAFETY AND HEALTH POLICY

AVZ Minerals Limited (AVZ) and all of its associated subsidiary companies are committed to protecting the health and safety of its employees, contractors, visitors and the communities in which we operate. Through the implementation of a Health and Safety Management System we will address all critical risk areas for the operation of the Company, and Health and Hygiene Procedures that minimize risks to the health of employees, contractors and visitors.

We expect a commitment from our employees, contractors and visitors to take the issue of their health and safety seriously and to be their brother's keeper ,i.e., look out for one another.

This Policy reflects AVZ's intent to deliver on measurable objectives and targets that will drive the continuous improvements necessary to pursue an injury-free, and occupational illness-free, workplace to achieve a culture of zero harm and of stopping unsafe work acts immediately.

We are committed to:

- Fostering a culture of zero harm. We have established Health and Safety Management Standards, which fully integrate HEALTH AND SAFETY into everything we do. This ensures all employees, contractors and visitors are in alignment with AVZ's core value to "demonstrate leadership in safety".
- Preventing fatalities and serious injuries. We have established HEALTH AND SAFETY Procedures to address key fatal risks to employees, business partners and visitors. We strive to integrate risk management into all aspects of AVZ's activities, including exploration, project development, construction and mining operations.
- Promoting occupational health and hygiene. We have established Health and Hygiene processes to minimize health risks to employees, contractors, visitors and the communities in which we operate. These Processes employ the principles of recognition, evaluation, and control to manage a variety of occupational health hazards, such as exposure to environmental and ergonomics hazards along with communicable and non-communicable diseases.
- Promoting wellness and healthy lifestyles. We encourage healthy lifestyles through education about nutrition and exercise, "fit-for-duty", and by providing access to on site healthcare clinics, staffed by medical professionals, that are designed to raise awareness and promote overall better health of our employees and contractors. AVZ also promote a Zero Alcohol and Drugs Policy within its mining operations, camps, and controlling areas.
- Striving for safety leadership and become a leader in HEALTH AND SAFETY performance. Toward these efforts, we engage employees, contractors and visitors at all levels to improve their own safety attitudes, behaviours and beliefs. The focus on HEALTH AND SAFETY leadership—through safety interactions, and critical hazard and leadership coaching—will empower all personnel to focus on the overall goal of zero incidents.

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