

Robex.

**A BLUEPRINT
FOR RESPONSIBLE MINING**

JULY 2023

HEALTH AND SAFETY POLICY



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FOR RESPONSIBLE MINING**

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Robex Resources is a) Canadian gold mining company listed on the Toronto Stock Exchange - venture ("TSX-V") and headquartered in Quebec, Canada. The company currently operates two main assets in the highly prospective Birimian Greenstone belt, i.e., the Nampala Gold mine in Mali, and the Kiniero Gold Project in Guinea (Conakry). Robex is committed to protecting the health, safety and wellbeing of our staff, contractors, communities and stakeholders by striving for zero harm.

Robex recognises the inherent risks associated with its activities and shall establish a robust, safe system of work and effective leadership capability at all levels of the company.



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I. INTRODUCTION

The Company will evolve its health and safety system through consultation, collaboration, communication, and continuous improvement, utilising a risk-based approach. This is achieved through a policy framework that reflects current practice and ensures accountability.

Safety leadership is encouraged at all team levels, demonstrated through engaged interactions, accountability and commitment to the health, safety, and welfare of our people. Through innovation and continuous improvement, the Company is committed to integrate effective risk management with the aim of avoiding any incidents that have the potential to harm workers and any other person at a workplace and comply with relevant legal obligations.

To meet this commitment to the extent possible, Robex will:

- a) Pursue alignment with ISO:14001, ISO:45001 and OHSAS 18001 Environmental Management System across its operations and ensure compliance with these standards;
- b) pursue compliance with all applicable laws, regulations and license conditions in the jurisdictions in which it operates;
- c) Ensure environmental risk and opportunity are captured in the Company's Risk Management Framework, are periodically updated and managed effectively;
- d) Design, build, operate and decommission tailings storage and large-scale water infrastructure using effective management systems and governance strategies;
- e) Maintain a robust Tailings Governance Framework to optimise asset integrity and ensure effective risk mitigation.

II. GENERAL PRINCIPLES

The Company's approach to the health, safety and wellbeing all workers and any other person at a workplace engaged in the Company activities is guided by the following general principles:

- a) The Company acknowledges that the health, safety, and wellbeing of its people is paramount;
- b) The Company provides and supports an environment for work where our people can thrive and flourish;
- c) The Company aims to demonstrate leadership in occupational health, safety and wellbeing and best practice frameworks in occupational health and safety (OHS) and wellbeing;
- d) The Company provides and supports services, programs and initiatives to empower workers and any other person at a workplace to meet their responsibilities and contribute to fostering an inclusive and consultative culture of safety, good health, and wellbeing;
- e) The Company communicates and consults with workers and any other person at a workplace on the Company activities impacting their physical and mental health, safety and wellbeing; and
- f) The Company monitors and reviews its performance at all levels to continuously improve the management of health, safety and wellbeing.

III. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

The Company provides a framework for:

- a) Creating an accessible health and safety management system that eliminates or minimises risk of injury or illness to worker and any other person at a workplace associated with the Company's operations;



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- b) Engaging with all workers and any other person at a workplace to create a safe working and learning environment and safe systems of work;
- c) Developing and maintaining a culture that encourages all personnel to actively manage health and safety risk;
- d) Providing a continually improving health and safety management system by establishing, and monitoring progress towards measurable objectives and targets aimed at eliminating work-related illness and injury; and
- e) Establishing a health and safety management framework to meet legislative obligations.

IV. RESPONSIBILITY FOR IMPLEMENTATION AND COMPLIANCE MONITORING

All persons charged, on behalf of the Company, with the management and/or supervision of others, are responsible for the health and safety standards of the working environment and health and safety of workers and any other person at a workplace under their control. The Company expects that all workers and any other person at a workplace will accept their joint responsibility and cooperate in ensuring that the highest possible health and safety standards are maintained in all Company activities.

V. RESPONSIBILITIES

The Company is committed to implementing this policy, which includes assigning responsibilities throughout the Company, with the following roles.

A. Executive Management Team

The Executive Management Team is mandated to appropriately resource the Company to ensure standards are communicated and implemented throughout the Company.

B. Managers

Managers shall ensure that appropriate health and safety systems and standards are developed and implemented across the organisation to deliver on the Company's key driver of providing a safe work environment. This includes ensuring that workers and any other person at a workplace have adequate training and resourced so as to not be exposed to an unsafe work environment.

C. Supervisors

Supervisors shall ensure that employees are trained and adhere to the health and safety standards and systems implemented at the Company.

D. Workers and any Other Person at a Workplace

Workers and any other person at a workplace have responsibilities and requirements, that they must:

- a) be fit for work;
- b) ensure they follow all policies, procedures, and standards;
- c) report all hazards, equipment faults and incidents within the workplace as soon as practical;
- d) not operate machinery or undertake any task they are not trained and deemed competent to do so; and





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- e) ensure no person is exposed to any risk of injury from identified hazards, equipment faults or incidents.

VI. SAFETY DUE DILIGENCE PROCESS

The Company recognises its legal obligations under work health and safety laws. To comply with WHS obligations the Company ensures it complies with its work health and safety obligations. Due diligence involves taking reasonable steps to secure compliance.

This is achieved through:

- maintaining current work health and safety knowledge it applies to our operations;
- understanding the nature of the hazards and risks present in our operations;
- ensuring the Company utilises appropriate resources and processes to eliminate or minimise health and safety risk associated with operations;
- maintaining systems that manage incidents, hazards and risk, and responds to that information in a timely and appropriate manner ensuring legislative compliance; and
- verification of elements of the Occupational Health and Safety Management System.

VII. TRAINING

Training on this policy will be delivered to all staff and form a key part of site inductions and on-boarding processes and will be tracked and recorded.





VIII. RESPONSIBILITIES

Within the management team, the Chief Executive Officer is responsible for the Company's health and safety management. If an individual is in any doubt regarding health and safety matters, they should advise their supervisor in the first instance.

IX. REVIEW

This policy will be reviewed by the Board annually, to ensure that it continues to reflect the intent and aspirations of the Company in addressing health, safety and wellness and to reflect the letter and spirit of applicable legislation, standards, codes and guidance materials.

1. AUTHORISED OFFICERS

Name	Position	Date	Signature
Aurelien Bonneviot	Chief Executive Officer	03/10/2023	 DocuSigned by: 8305235D4108494...
Augustin Rousselet	Chief Operating Officer	03/10/2023	 DocuSigned by: 10A35BBA06A14C7...
Daniel Marini	Vice Chief Operating Officer	03/10/2023	 DocuSigned by: F00542B345DE4C9...
Gwendal Bonno	Head of People	03/10/2023	 DocuSigned by: 6672440CABB4FD...

