

OCCUPATIONAL HEALTH AND SAFETY POLICY

Tembo Nickel Company Limited (TNCL) is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health and its appropriate purpose, size, and context of the organization and to the specific nature of its occupational health and safety risks. Tembo Nickel strives to operate in a safe workplace that is injury and fatality-free and to enhance the well-being of our employees and contractors. Tembo Nickel values are based on SAFETY, RESPECT, HONEST, and INTEGRITY.

TO ACHIEVE THIS TEMBO NICKEL WILL:

- Provide visible safety leadership, and appropriate leadership development and training at every level in the organization.
- Identify all hazards and assess the risks, conduct an ongoing risk assessment for activities undertaken by the project, and set priority objectives for elimination and reduction of risk.
- Establish and maintain an Occupational Health and Safety Management System that satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practices, and any other client-specific requirements.
- Foster a positive health and safety culture conducive to the reporting of unsafe acts and conditions so that we may identify and address those conditions before injuries occur.
- Ensure TNCL staff, Suppliers, Visitors, and other stakeholders have the opportunity to participate and consult in the occupational health and safety activities.
- Empower our employees to demonstrate their commitment to safety daily through their actions and involvement in their work and the company safety programs and initiatives, and in strict adherence to rules, regulations, and procedures.
- Promote awareness by communicating this policy to all internal and external interested parties to be aware of their obligations and responsibilities and encourage them to contribute to the TNCL health and safety program.
- Ensure occupational health and safety performance objectives are set, monitored, reviewed, and measured results at regular intervals.
- Report all incidents and accidents as required and thoroughly investigate and analyze them to prevent recurrences of similar causes.
- Maintain continual improvement of Occupational Health and Safety Management and performance by regularly monitoring and reviewing the Occupational Health and Safety Management System to ensure its effectiveness.

In implementing this Policy, we will engage with and support our employees, contractors, suppliers, visitors, business partners, and local communities in sharing responsibility for meeting our requirements and upholding our Tembo Nickel values.



Benedict Busunzu
Chief Executive Officer

