

STANDARD POLICY

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STOP WORK POLICY

Revision 00

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STOP WORK POLICY

Employees of the Tembo Nickel Corporation Limited (TNCL), Contractors, and Visitors have the responsibility and authority to stop unsafe work IMMEDIATELY, without fear of reprisal, when the employee(s) believes:

- A. Conditions exist that pose an imminent danger to the health and safety of the workers or the community where the TNCL operates; or
- B. Conditions exist that, if allowed to continue, could adversely affect the safe operation of, or could cause severe damage to, a facility or,
- C. Conditions exist that, if allowed to continue, could result in the release from the facility to the environment of hydrocarbons or chemical effluents that exceed applicable regulation requirements or approvals.

Reporting Unsafe Conditions: Employees are expected to report any activities or conditions they believe are unsafe. Notification should be made to the affected worker (s) and then to the supervisor or designated at the location where the activity or condition exists. Following news, the resolution of the issues resides with the responsible supervisor.

Right to a Safe Workplace: Any employee who reasonably believes that an activity or condition is unsafe is expected to stop or refuse work without fear or reprisal by management or co-workers and is entitled to address the issue before participating in the work.

Responsibilities:

Senior Management: - should create a culture that values, promotes, and upholds stop work authority (SWA) by demonstrating their commitment to employee concern without the potential for retribution, and when SWA conflict arises, the management should must act to resolve it according to this policy.

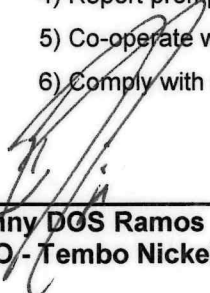
Supervisors and Managers - must ensure an on-site environment that adheres to the SWA, honors all requests and provides necessary stop-work and follow-up is completed.

Employees and Contractors should stop work in good faith and work to reach a safe and reasonable agreement.

Stop Work Resolution: If you have a "stop work" issue that has not been resolved through the established channel, immediately contact the site General Manager.

Every employee at Tembo Nickel must:

- 1) Protect their own health & safety.
- 2) Protect the health and safety of other persons.
- 3) Use and care for all equipment supplied for health and safety.
- 4) Report promptly any hazard which you cannot fix immediately.
- 5) Co-operate with any person in compliance with these rules.
- 6) Comply with all health and safety measures.


Manny DOS Ramos
COO - Tembo Nickel.

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