



anvilmining

OCCUPATIONAL HEALTH AND SAFETY POLICY

Adopted May 2008

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1. GENERAL POLICY

Anvil Mining Limited (“Anvil”) acknowledges its duty as an employer and aims to ensure the occupational health, safety and welfare of all its employees and contractors as well as ensuring that all efforts are made to safeguard its visitors and members of the public who may be impacted by its activities.

Anvil will **observe relevant host country legislation** and internationally accepted norms and is committed to the:

- Provision and maintenance of **fit for purpose** plant and equipment that is safe and without risks to health.
- Assurance for safety and health in relation to the use, handling, storage and transportation of **hazardous substances**.
- Provision of sufficient information, **instruction, training** and supervision as necessary, aiming to ensure the health and safety of its employees at work.
- Maintenance of a **safe place of work** and provision and maintenance of a **safe means of access to and egress** from that safe place of work.
- **Investigation of incidents** causing injury, property damage, near-misses or non-conformances and will make the findings of such investigations fully available to external legislative agencies as may be required.
- Availability of adequate resources to promote and maintain **high standards of health and safety** management.
- **Consultation with employees and contractors** during regular safety meetings with the intent to continuously review and improve our health and safety practices.
- The creation and development of a **culture** that has health and safety as an integral part of all operations and all performance management systems.
- Inclusion of health and safety **performance** into an individual’s annual performance review.

2. MANAGEMENT RESPONSIBILITY

Anvil firmly believes that health and safety is an aspect of management equal in importance to any other management function. In order to reduce incidents of injury and ill health, the Board of Directors and the Chief Executive Officer have a firm expectation that all Officers, Senior Managers, Managers, Advisors and Supervisors include health and safety matters as part of their normal duties and responsibilities and not as standalone matters to be dealt with separately. As such, the concept of “safe production” is embraced, encouraged, practised and embedded into the culture of the Company.

3. **EMPLOYEES RESPONSIBILITY**

Anvil requires all its employees and contractors to **comply with and support** the Company's health and safety policy and to ensure they:

- Follow established operation **procedures, guidelines and instructions.**
 - Always wear their Personal Protective Equipment as required.
 - Accurately **report all incidents, accidents and hazards** in a timely fashion and in line with Company procedure.
 - Abide by the **laws and legislative requirements** of the host country.
 - **Do not take unnecessary risks** which could affect their health or well being, or that of any other person.
 - **Ask questions** of their supervisor when unsure of the safety requirements.
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