



## *Health and Safety Policy*

Norton Gold Fields is committed to the continuous improvement in our performance in Health and Safety, aspiring to the goal of Zero Harm.

Health and Safety responsibilities are integral to the way we operate.

We believe;

- No business objective is more important than the health and safety of our people.
- Work related injuries are preventable.
- A task that cannot be done safely cannot be done.
- Everybody has a personal responsibility and accountability for health and safety.

We will achieve these commitments by:

- ✓ Ensuring the safety of our people as a value is never compromised
- ✓ Recognising safety excellence is integral to good business
- ✓ Training all personnel associated with the operation to ensure they are aware of their specific safety responsibilities;
- ✓ Identifying, assessing and managing risks to employees;
- ✓ Documenting procedures to minimise safety risks associated with the operation;
- ✓ Building a culture of risk awareness and proactive hazard reduction across our operations;
- ✓ Holding our employees and contractors responsible and accountable for their own safety performance;
- ✓ Investigating health and safety incidents and implementing actions to prevent recurrence;
- ✓ Integrating safety considerations into all aspects of our planning, operations and processes;
- ✓ Setting targets, allocating resources to achieve those targets to continually improve safety performance; and
- ✓ Empowering employees to stop work immediately, if they believe the work to be unsafe.

Zhibin Guo

Chief Executive Officer

Document No: NGF-HSE-POL-01-002	Issue No: 2	Approved by: Zhibin Guo	Date Reviewed: March 2017
Document Owner: HSE/HR Manager	Revision No: 4	Date Approved:	Date of next review: March 2019