



Speed Limits Policy

Every Hellas Gold SA employee, contractor employee and visitor is entitled to a safe work Environment. Consequently, the violation of standing speed limits in all company's work sites is strictly forbidden. In order to ascertain speed limits regulations' implementation, measurements are being conducted by the usage of portable electronic speedometers. This task is assigned to Security Department Personnel.

Existing regulations regarding speed limits:

Unless otherwise specified (i.e. by means of signage), the following speed restrictions apply at all times:

1. General speed limit along site access roads – 30 km/hr.
2. Dirt roads (dirt tracks) – 30 km/hr.
3. Underground roads – 20 km/hr.
4. Entrance roads – 10km/hr.
5. Areas of increased hazard (i.e. road works, drainage pipes construction and roadside works) – 20 km/hr.
6. Construction sites – 20 km/hr.
7. Residential areas 20 km/hr.
8. Parking areas – 10 km/hr.

Procedure violation implications

For any offence, a brief report is being drawn up by Security Department and Hellas Gold SA disciplinary policy is being implemented as stipulated in Company's work regulation.

This policy has the full support of top management and is implemented, maintained and communicated to all employees, suppliers and subcontractors and is made available to the public. Our Speed Limits Policy is based on the following principles and parameters:

- ISO 39001:2012 Road Traffic Safety Management System
- ISO 45001:2018 Σύστημα Διαχείρισης Υγείας και Ασφάλειας στην Εργασία
- Greek Mining Association guidelines and Mining Association of Canada's TSM Guiding Principles and Assessment Protocols
- The ILO International Labor Standards on Occupational Safety & Health

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