

## Health and Safety Policy

Health and Safety is a core value of Hellas Gold business philosophy. Hellas Gold management team is committed to supporting the implementation of a H&S Management System to continuously promote the health and safety of employees as part of current production activities and as part of any future investment plans. Implementation of the system by all Hellas Gold staff ensures that:

- The Mining and Quarrying Operations Regulations and other national legislation as well as European Regulations and Directives are complied with.
- Constant efforts are being made to prevent all types of accidents and situations impacting unfavourably on employee health.
- The necessary resources are provided and targeted H&S programmes are implemented, to improve the level of workplace safety for company operations in practical terms and to maintain good employee health via check-ups and lab tests.
- Steps are taken to provide ongoing training, education and incentives, to encourage staff participation and consultation, as well as to constantly promote professional awareness and responsibility.
- Emergency response plans which are tailored to the company's activities have been put in place, tested and evaluated periodically, and that all equipment provided and all existing procedures are periodically audited to ensure that they remain effective.
- The Company's H&S Policy is communicated to contractors, customers and suppliers, thereby promoting safe working practices and raising awareness among the entire local community.
- The issue of how H&S issues are managed is periodically evaluated and new objective, measurable targets are set periodically to achieve continual improvement in performance levels, with a view to achieving and maintaining a level of health and safety comparable with international top performers in the industry.

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Chairman of the Board



Michalis Theodorakopoulos  
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