



## Health and Safety Policy

The health and safety of our employees and local stakeholders is a core value of Hellas Gold SA. Central to that value is providing our employees with both a safe working environment and the skills necessary to perform their tasks in a safe manner. Providing safe and healthy working conditions for the prevention and elimination of work-related injuries and ill health is essential to all our operations.

Hellas Gold SA is committed through its top management to:

1. Promote safety as a core value within all levels of the organization.
2. Comply fully with all applicable health and safety laws and regulations while adopting international best practices.
3. Promote a culture where all employees and contractors take responsibility for safety, actively take part in training and recognize the importance of continuous improvement.
4. Provide appropriate resources throughout project life cycles to ensure that hazards are eliminated and that Occupational Health and Safety risks associated with every task are understood and mitigated.
5. Offer wellness programs in order to provide basic medical treatment, including immunizations and medical checkups as a measure towards illness prevention.
6. Require all of our contractors, suppliers and partners to conform to our Health and Safety Policy in their business activities while on our sites.
7. Adhere to the Eldorado Gold's Global Health and Safety Directive to ensure consistency with respect to the design and application of health and safety management systems.
8. Implement emergency response programs at each mine site to support our activities, employees, visitors and community members.
9. Establish clear objectives and corresponding action plans.
10. Identify all related risks and opportunities within the context of the organization.
11. Continually improve the Occupational Health and Safety Management System
12. Be in constant communication and consultation with all employees, workers' representatives and stakeholders in order to improve health and safety conditions in all our sites.

Our Health and Safety Policy is based on the following principles and parameters:

- ISO 45001:2018 Occupational Health and Safety Management System
- ISO 39001:2012 Road Traffic Safety Management System
- 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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