



Road Traffic Safety Management Policy

HELLAS GOLD S.A. is committed to assure a safe working environment, taking into account its employees, its community & citizens protection against injury or property damage due to road accidents. It is a goal of this policy to minimize our carbon footprint, considering the vehicle as an integral part of the working environment. Our first priority in this promotion is to improve our employees by teaching safe driving practices. Our target is to reduce and eliminate road accidents, property damage, injury or loss of life & contribute effectively to environmental protection.

This is accomplished through:

1. The integration of strategies, policies and operation procedures of the company, that contribute to the improvement of Road Safety.
2. The periodic re-evaluation of the activities and routes in order to spot and eliminate high risks pertinent to Road Safety, providing at the same time the adequate resources and the sufficient employees training.
3. The internal controls scheduling regarding the implementation evaluation of procedures and Safe Driving Directions.
4. The implementation of Defensive and Eco-Driving principles, so as to substantially contribute to environmental protection through fuel consumption, emissions and gases reduction; main factors of greenhouse effect.
5. Promoting best practices and operation of well-maintained equipment to reduce accidents & support environmental protection.
6. Defining measurement and assessment indexes in accordance with Road Safety Management System requirements.
7. The implementation of vehicles audits and preventive maintenance through proper produced waste environmental management.
8. The use of more environmental-friendly fuels, lubricants and generally maintenance materials used for vehicles.
9. Periodic controls for alcohol or drugs.
10. Cooperation with interested parties for best practices exchange.
11. Continuous improvement and documentation of the Road Safety Management System implementation.
12. Compliance with all applicable laws and regulations (speed limits, road conditions, wild life, fog, ice, staying in lane) related to Safe Driving.
13. Elimination of distracted drivers, meaning no use of cell phones or texting, when driving.
14. Confirmation that investigations are made and reports are drawn up for all incidents

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 Road Safety 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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