



HEALTH POLICY

HEALTH POLICY, Our employee's health welfare is not an option but an objective, here we understand that the negative impacts of mineral extraction include unsightly workings, mineral waste piles and pollution from acidic water containing heavy metals, all these can cause serious health hazards and occupational illness. Our aim when it comes to meeting health goals for our employees is zero workplace injuries and total absence of occupational illnesses. Health is our number one priority, both physical and mental. Profitability is the foundation to the well-being of the company, but health of all employees is the cornerstone to success. At Kilamongo Gold employee's health is our vitality, a life blood to our business and not an afterthought.

Health Obligations

A fundamental tenet of our health policy is that each employee must take individual responsibility for his/her health and that of their co-workers as number one priority. It is the job of each employee to create a work environment that eliminates occupational illness and health hazards whenever possible. If a risk or hazard cannot be eliminated, then employees must work together to ensure that it is effectively minimized, reduced or controlled. Assigning responsibility and determining accountability measures for health performance are established at all levels of management.

Health reporting is considered critical to Kilamongo Gold existence. We believe that all injuries, occupational illnesses and health hazard are preventable. We further believe that safety and health considerations are integral to all our operations and compatible with our stipulated procedure and all other management functions in the organization and that proper health management will enhance progress rather than adversely affect production or costs.

Our aims are to:

Effectively manage, monitor, improve and communicate our health performance.

- To measure progress and to set our objectives against regularly established benchmarks.
- To provide training and resources necessary to achieve our health benchmarks and everyone will be held accountable for the results.

- To ensure that employees and contractors are properly trained and held accountable for following all prescribed health obligations and practices. Health issues will not be compromised. Each employee and contractor is responsible for their personal safety, the safety of others in the environment in which they work. No job will be considered so important and no schedule so urgent, that time cannot be taken to perform work in a safe health manner. Working safely is a condition of employment.
- As a matter of philosophy and practice, we will hold all contractors operating at our facilities accountable for the same level of safety that we expect of ourselves. All contracts will include specific safety provisions designed to achieve this result. Regular audits of our contractor's safety compliance will be performed to ensure adherence with our policies and core values.
- We will conduct comprehensive safety audits and industrial health audits on a regular basis at our operations to evaluate the status of compliance with our safety and health programs and will communicate that information to all levels of management.

Kilamongo Gold undertakes to regularly review this policy and ensure that corrective and preventative actions are taken in order to ensure continual improvement.

In particular, the Company will:

- Health professionals working in our operating units are charged with assisting those units in achieving their health objectives. They will assist management in developing and implementing effective health programs, and will design the methods to effectively measure health performance.
- Analyze compliance results and trends in order to make recommendations to improve health performance.
- Providing a safe and healthy workplace with adequate resources through training programs, health incentive services, and occupational health programs to attain recognized leadership in matters of health. We consider safety and health programs, both on and off the job, to be an investment in our most valuable resource - our employees.
- Consult and communicate with relevant stakeholders on projects at each stage in their life cycle.

KILAMONGO GOLD LIMITED

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