

Ecobank Ghana Plc Abrepo-Branch

First National Bank Haper Road Branch

Nicdox Resources Limited – Health and Safety Policy

Effective Date: 26<sup>th</sup> May,2025

Approved by: Management of Nicdox Resources Limited

Review Period: Annually or as required

## 1. Policy Statement

At Nicdox Resources Limited, the health, safety, and well-being of our employees, contractors, clients, and the communities in which we operate are our highest priority. We are committed to conducting all our operations in a manner that ensures the prevention of injury, ill-health, and damage to property or the environment.

This policy is guided by the laws of the Republic of Ghana, including but not limited to:

- The Labour Act, 2003 (Act 651)
- The Factories, Offices and Shops Act, 1970 (Act 328)
- The Minerals and Mining (Health, Safety and Technical) Regulations, 2012 (L.I. 2182)
- The Environmental Protection Agency Act, 1994 (Act 490)
- Relevant ISO and ILO conventions

#### 2. Objectives

- To provide a safe and healthy work environment for all staff and stakeholders.
- To prevent work-related injuries, incidents, and occupational illnesses.
- To comply fully with applicable national health and safety legislation.
- To foster a proactive safety culture through training, awareness, and leadership.

#### 3. Scope

This policy applies to all operations, employees, contractors, and visitors to Nicdox Resources Limited's worksites, including but not limited to offices, workshops, mining sites, and project locations across Ghana.

## 4. Responsibilities

### Management:

- Ensure compliance with all applicable laws and industry standards.
- Provide adequate resources (human, financial, material) for health and safety.
- Regularly review and improve the company's health and safety performance.

### **Supervisors:**

Implement safety procedures at departmental and project levels





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- Conduct toolbox meetings and hazard assessments regularly.
- Monitor worker compliance and correct unsafe practices promptly.

## **Employees:**

- Follow all safety procedures, rules, and training directives.
- Immediately report accidents, hazards, or near-miss incidents.
- Use personal protective equipment (PPE) as required.

#### Contractors and Visitors:

- Must comply with Nicdox's safety requirements when on-site.
- Attend safety inductions and comply with PPE and access protocols.

# 5. Legal Compliance

## Nicdox shall:

- Adhere to Section 118 of the Labour Act, 2003, requiring employers to ensure worker safety and provide protective equipment.
- Maintain safe plant, machinery, and systems of work in accordance with Act 328.
- Implement safety measures required under L.I. 2182 for mining operations.
- Ensure that all reporting, documentation, and record-keeping obligations under Ghanaian law are met.

# 6. Risk Management

We will adopt a risk-based approach by:

- Conducting regular risk assessments to identify potential hazards.
- Implementing appropriate controls to eliminate or minimize risks.
- Reviewing and updating risk management strategies periodically.

# 7. Incident Reporting and Investigation

- All accidents, near-misses, and unsafe acts must be reported immediately.
- A thorough investigation will be conducted, and corrective measures implemented.
- Lessons learned will be shared to prevent recurrence.

# 8. Emergency Preparedness

Nicdox will:

- Develop and maintain emergency response plans for all work sites.
- Conduct regular emergency drills (fire, chemical spills, medical).
- Ensure that first aid and firefighting equipment are available and functional.



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## 9. Training and Awareness

We will provide:

- Regular safety training for all employees, including orientation and refresher courses.
- Specialized training based on role-specific risks (e.g., heavy equipment operators).
- Health and wellness campaigns to promote occupational health.

## 10. Monitoring, Evaluation and Continuous Improvement

- Regular safety audits and inspections will be conducted.
- Health and safety KPIs will be monitored and reported to management.
- Feedback from staff and incidents will inform policy revisions.

# 11. Enforcement and Disciplinary Measures

- Non-compliance with safety rules will result in disciplinary action as per the company's HR policies.
- Repeated violations may lead to suspension, dismissal, or legal action.

## 12. Employee Participation

Nicdox encourages open dialogue and reporting of safety concerns without fear of reprisal. We believe that health and safety is a shared responsibility and encourage participation through:

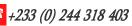
- Safety committees
- Suggestion boxes
- Open-door policy with supervisors and safety officers

# 13. Policy Review

This policy will be reviewed annually or when significant changes occur in operations, legal frameworks, or after major incidents. Updates will be communicated to all stakeholders.

### 14. Declaration

By this policy, Nicdox Resources Limited commits to maintaining a safe and healthy working environment and to upholding the highest standards of health and safety for all.







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Nana Adu Tutu Poku

CEO, Nicdox Resources Limited

**Date:** 26<sup>th</sup> May,2025

NICDOX RESOURCES LTD.



