

Nicdox Resources Limited – Health and Safety Policy

Effective Date: 26th 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.

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

5. Legal Compliance

Nicdiox 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

Nicdiox 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.

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.



Nana Adu Tutu Poku

CEO, Nicdox Resources Limited

Date: 26th May, 2025

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