

Health and Safety Policy

April 2020

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PURPOSE

This policy has been established on the basis that concern for health and safety including mental, social and physical well-being (“**Health and Safety**”) is essential to the proper conduct of our business and is in the best interest of each of the organization’s stakeholders.

Health and Safety is a primary objective of our shareholders, Board of Directors and Executive Management.

GENERAL PRINCIPLES

Noatum’s objective is to ensure the Health and Safety of all our employees, contractors, visitors and interested parties at any office or facility where it operates. Noatum recognizes that our human capital is our best asset and strives to achieve the highest levels of training, safety awareness and best practices for all operations and maintenance across our facilities and equipment.

The management of Health and Safety constitutes an integral part of the development of all our activities, policies, infrastructures, working equipment and processes. These aspects must be designed to ensure that our group lives up to the expectations of authorities, government bodies, business partners, customers, families and the community, so that Noatum maintains leadership within all the activities of this sector.

Noatum will only permit our employees or contractors to work within strict compliance of all safety measures. If any employee or interested party is exposed to unsafe working conditions, a corrective action advice shall be immediately communicated to the supervisor or manager responsible for the site.

KEY PRINCIPLES OF CONDUCT

In order to achieve these principles and objectives, Noatum needs to promote:

1. An active participation of all employees in both the Health and Safety management system and prevention culture, emphasizing safety awareness and improvement measures.
2. The communication of all projects, improvement measures, risk reports and incidents affecting either workers or facilities.
3. Compliance with the legal requirements related to Health and Safety. If the standards of Noatum are stricter than local legal requirements, Noatum standards are to be maintained.
4. The identification and assessment of all Health and Safety hazards by establishing techniques to manage the associated risks to acceptable levels. Risk assessments must be reviewed any time there is a significant change in working conditions.
5. Establishing and updating global Health and Safety objectives and measurable targets in order to drive and demonstrate continuous improvement.
6. Establishing initiatives and requirements for all contractors, visitors and interested parties regarding compliance with our Health and Safety standards in the workplace.
7. Provision and maintenance of both safe working equipment and appropriate personal and/or collective protective equipment.
8. Provision of Health and Safety training activities adapted to all employees.
9. Establishing zero tolerance for both unsafe behaviors and actions as a root cause of any incident in the workplace with an impact on core business.
10. Provision of resources aligned with our corporate priorities on Health and Safety.
11. An active consultation and participation of all workers and their representatives in the establishment, implementation, and continual improvement of the Health and Safety management system.

OVERSIGHT

1. The Board of Directors has provided a clear mandate to management and will regularly review Health and Safety performance.
2. Executive Management will visibly and consistently support the principles and requirements of this policy and will ensure that it is considered at all levels. It is fully committed to protecting all employees and to provide appropriate resources for complying with objectives and targets of this policy. Management will regularly review Health and Safety performance to ensure continuous improvement and full compliance of all requirements by employees and interested parties.
3. All managers, supervisors and team leaders of any site will assume responsibility and accountability related to the establishment of resources, compliance and performance on Health and Safety, as well as the maintenance and implementation of all processes of the management system to comply with the group policy.
4. All workers whose responsibilities have a direct impact on Health and Safety will be appropriately trained and held accountable for any breach of the principles of this policy, including related standards, procedures, rules, instructions and practices.



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