

# Health and Safety Policy

<b>Document No:</b>	THOR-POL-HSP-013	<b>Document Owner:</b>	CFO
<b>Version No:</b>	0	<b>Approver:</b>	Thor Explorations Ltd board /CEO
<b>Implementation Date:</b>	31 August 2022	<b>Custodian:</b>	CFO

## 1 INTRODUCTION

Thor Explorations Ltd (Thor) together with its subsidiary companies, referred to as the "Corporation", is committed to protecting the health and safety of its employees, contractors, sub-contractors, host community residents and other interested parties, through the implementation of effective health and safety (H&S) management systems including plans, processes and procedures. Thor's health and safety systems are based on a competent workforce and a proactive safety culture. Thor understands that good health and safety performance is part of achieving its long-term business and sustainability goals.

## 2 OBJECTIVES AND SCOPE

Thor is committed to:

- Maintaining safe operations in the execution of its' operational and business activities, in gold mining, processing and exploration for the prevention of work-related injury and ill-health.
- Setting objectives, targets and performance standards that encourage continual improvement in Thor's H&S systems' performance and communicating such systems to all employees, contractors and interested parties.
- Performing activities in compliance with industry best practice, relevant national regulations and international guidance.
- Ensuring that all occupational risks and hazards to which employees, interested parties, assets and the natural environment are exposed to are identified and assessed and that control measures for their mitigation are clearly defined and implemented.
- Involving the workforce/workers representatives in the decision-making process of health and safety management systems.
- Transparently and consistently reporting H&S leading and lagging indicators on its Project sites.
- Providing adequate H&S training, resources and tools to enable personnel to perform their work competently and with an H&S consciousness.
- Integrating H&S into all workplace activities; and
- Continually improving H&S systems to ensure that it remains relevant to its activities and the changing business landscape.

## 3 APPLICATION AND ASSOCIATION WITH OTHER CORPORATION POLICIES

Responsibility for the application of this Policy rests with, but is not limited to, all Corporation employees and contractors engaged in these activities under the Corporation's operational control.

Every employee shares a responsibility for compliance with this policy. The Corporation's managers are responsible for promoting and ensuring compliance with the Policy and any relevant business unit or departmental policies.

Any officer or employee that becomes aware of actions which could constitute a violation of this Policy is required to report it to their immediate supervisor. However, if such officer or employee is not comfortable discussing the matter with their immediate supervisor or does not believe that the supervisor has dealt with the matter properly, then they should raise the matter with a senior officer of the Corporation or anonymously make a complaint using the whistleblower hotline or email address set out below. Officers and employees who raise concerns in good faith will not be subject to retribution or disciplinary action.

A whistleblowing hotline exists to allow issues to be lodged confidentially or by email. Persons wishing to make complaints or report concerns on a confidential basis are encouraged to use the following toll free numbers: +44-800-092-3586 (UK) or +234 1 227 9228 (Nigeria). Complaints may also be submitted confidentially via e-mail: [thorexpl@integritycounts.ca](mailto:thorexpl@integritycounts.ca) or through Thor's dedicated web portal: <https://www.integritycounts.ca/org/thorexpl>. Anonymous grievance submission boxes are also available at each mine site to facilitate the reporting of any concerns.

Thor values mutual respect and trust within the communities in which we operate and encourage local stakeholders to engage with the relevant nominated contact persons at our sites should they have any questions or concerns.

Thor's Policies which are directly relevant and are to be used in conjunction with this Health and Safety Policy are the Social and Community Development Policy, the Environment Policy, Supplier Code of Conduct Policy, Harassment Prevention Policy and the Whistle Blower Policy.

If you have any questions about how this Policy should be followed in a particular case, please contact your mine's General Manager, the Chairman or the Chief Executive Officer of the Corporation.

#### **4 AMENDMENT, MODIFICATION AND WAIVER**

The Board of Directors of the Corporation will review and evaluate this Policy on receipt of recommendations from the Audit Committee and/or annually to determine its efficacy.

#### **5 PUBLICATION OF THE POLICY ON WEBSITE**

This Policy will be posted on the Corporations website at [www. https://thorexpl.com/corporate/board-committees-and-policies/](http://www.https://thorexpl.com/corporate/board-committees-and-policies/).

Last Updated: 31 August 2022

Approved by: Board of Directors