

Implementation of a HHSS policy

We've implemented a health, hygiene, safety and security (HHSS) policy, also known as OHS (occupational health and safety), to promote workplace safety.

In a mining environment, there are many risks due to the frequent use of machines, vehicles, crushers, and energy. Inevitably, these activities increase the risk of accidents occurring. It is also important to know that mining operations can be the source of many pollutants, which can affect health and safety.

Robex recognizes that upholding superior standards in terms of health and safety management is an integral part of its business. The occupational health and safety of the employees is the number one priority of the ROBEX Group, which incidentally, signed the UN Global Compact. We are committed to achieving an international level in occupational health and safety management through the development, implementation and continuous improvement of management systems in order to establish a genuine culture of occupational health and safety and performance.

Robex highlights the importance of establishing a healthy and safe working environment where all employees, subcontractors and visitors feel safe. On site, there are company-issued instructions and rules that help everyone maintain a safe attitude and cautious behaviour.

In order to achieve the objectives outlined in this policy, Robex undertakes to:

1. Comply with all applicable health and safety laws, regulations and standards by implementing management procedures and programs.
2. Develop and implement comprehensive and firm occupational health and safety management systems in accordance with ILO OHS guidelines.
3. Integrate occupational health and safety objectives into Nampala standards and practices.
4. Set and achieve health and safety objectives for employees, subcontractors and visitors by developing and updating these objectives through consultation and communication.
5. Prevent employee, subcontractor and visitor injuries and occupational illnesses.
6. Use risk management techniques to continuously improve health and safety in the workplace.
7. Increase awareness regarding occupational hazards and risks while continuously improving occupational health and safety management systems and performance criteria within departments. Integrate overall health and safety in all mine activities.



8. Identify appropriate occupational health and safety training opportunities for all employees.
9. Conduct periodic audits and review the results of these audits, set performance objectives and measure progress in real-time to ensure continuous improvement and compliance with superior industry practices.
10. Use only those subcontractors and suppliers who demonstrate a high level of commitment to occupational health and safety management and performance.
11. Ensure that all employees and subcontractors are responsible for health and safety in their work environments and that they are regularly evaluated based on their health and safety performance. All employees and subcontractors have a responsibility to work safely, to help others work safely and to listen to others when they help them work safely.
12. Report all dangerous/risk situations, near-accidents, incidents and accidents.
13. Provide adequate occupational health and safety and rapid emergency response resources to enable employees, contractors and visitors to work in a safe and secure environment.
14. Plan and maintain a medical monitoring program for all employees, contractors and other personnel.

We believe that all occupational injuries and illnesses in the workplace are preventable.

Implementing OHS policy

In Mali, implementing OHS policy does have its challenges because the employees' credentials are often lacking.

The first stages of implementation showed that the managers and agents that were in charge of OHS needed additional information in terms of practical OHS practices.

To help compensate for this insufficiency, Robex has set up a permanent training audit process with the assistance of a specialized company.

In June 2017, we drew up a preliminary contract outlining the following objectives:

- 1 – Improve worker safety on the site regardless of employer.
- 2 – Improve the OHS staff's level of knowledge.
- 3 – Foster more organization in the OHS department
- 4 – Ensure the legality of all circumstances in the event of an inspection or accident.

Primary objective: Improve the site's level of HHSS

Provide guidance and consulting services relating to health and safety at work and the environment.

Improve the OHS staff's level of knowledge and organization

Specific objectives:

- Support the mine in its compliance process regarding legal and regulatory processes in force in the Republic of Mali in the fields of health, safety at work and the environment.
- Support the development of the mine's legal OHS registry.
- Implement documentation containing all mandatory OHS documents in Mali.
- Establish an organized, systemized and accessible monitoring and regulatory documentation system.
- Support continuous improvement through the creation and implementation of OHS management systems (OHSAS 18001 :2007 and ISO 14001 :2004).
- Coach OHS department managers and senior OHS managers.
- Implement control and preventative plans for subcontractors.
- Help OHS personnel become better informed by providing training for them (not the entire staff, simply OHS employees).
- Set up a planning and progress monitoring system.
- Provide monthly information from management on the progress of the OHS department and the coaching that was completed.

Anticipated results:

- a) OHS legal and regulatory compliance audit carried out with an action plan to ensure standards are met.
- b) Make an OHS legal register available and establish regulatory monitoring systems.
- c) Excellent progression of an appropriate documentation process for the OHS system.
- d) Ensure relevant OHS management systems are established and implemented.
- e) Quarterly activity and system evaluation reports made available.
- f) Efficient listening and consulting system.
- g) Implement organization of documentation in paper form and on the server.
- h) Realize the OHS department's autonomy.

Following this initial program, the OHS team passes the tests to obtain a qualification recognized by the ITC-ILO centre. This centre is the International Labour Organization's training association.



Its role is to provide training, learning and skill-building services to governments, employers' organizations, workers' organizations and other national and international partners to support decent work and sustainable development.