



OCCUPATIONAL HEALTH AND SAFETY POLICY



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Avesoro is privately-owned gold production, development and exploration company focused on West Africa and Turkey. Avesoro believes that sound Occupational Health and Safety Management practices are in the best interest of its employees, its business, its shareholders, and the communities in which it operates. In this regard, the Company is committed to achieving a high-performance standard in Occupational Health and Safety, aimed at creating and maintaining a safe and healthy workplace for all who are affected by our business operations.

We will regularly review and ensure this policy remains relevant to each stage of our operations and to the needs of our stakeholders.

Avesoro is committed to:

- The provision of a risk managed workplace that is conducive to health and safety;
- The provision of expertise, appropriate resources, training and personal protective equipment to improve occupational health and safety;
- Continuously improving occupational health and safety performance through the setting of goals, and use evolving scientific knowledge and technology and best practices to achieve these goals;
- Operating in accordance with recognized industry standard, while complying with applicable legal and any other requirements;
- The application of constructive and consultative approach in interactions with stakeholders;
- Ensuring that employees and contractors are aware of their individual occupational health and safety obligations and rights;
- Ensuring that employees and contractors have the relevant skills and training to perform their work in a safe manner;
- Make this policy and its revisions available to employees, contractors, and other stakeholders.
- Ensuring that all the necessary arrangements and preparations are in place to enable the company respond promptly and effectively to any emergency that may arise in our operations;
- Reviewing this policy periodically to be consistent with any operational, legal and other requirements and available at all workplaces.

Employees and contractors play a fundamental role in supporting to achieve these objectives through:

- Their right to work in an environment where health risks are reduced, and their duty to withdraw from, and report an unreasonably unhealthy or dangerous situation;
- Taking ownership of occupational health and safety management programs and initiatives, and complying with all standards and procedures;
- Being responsible for their safety at work and also the safety of their co-workers.