



HEALTH, SAFETY, ENVIRONMENT, SECURITY AND SUSTAINABILITY POLICY STATEMENT (HSESS)

1.0 Introduction

This policy statement summarizes the underlying framework for Health, Safety, Environment, Security and Sustainability (HSESS) Policy and Procedures as approved and published internally for **Moonstone Resources Limited (MRL)**, with effect from **01 January 2020**. It forms part of MRL's conduct of businesses in an honest and ethical manner, with profound regard to improved life in the operating environment.

Moonstone is very conscious of Health, Safety, Environment, Security and Sustainability as essential factors in the course of its economic activities and relationship management with a plethora of its stakeholders.

- This Policy aims to create an enabling operating work environment in every area and in all its relationships with customers, employees, suppliers, community etc. that the Moonstone, as a responsible organization, engages itself by giving topmost priorities to Health, Safety, Environment, Security and Sustainability as laid out in this document.
- Our HSESS Vision is **“Zero Tolerance for Harm & Losses.”**
- Moonstone framework of HSESS
 - ✓ **Knowing What's Right** through robust systems that provide clear direction and performance standards;
 - ✓ **Resilience to Do It Right** through efficient and effective HSESS practices and tools that add value to the business; and
 - ✓ **Do It Right Every Time** through a high-performing culture and engaged workforce that drives continuous improvement of our MRL HSESS performance

2.0 Purpose and scope of Policy

As a responsible corporate, Moonstone is committed to being an organisation that is engaged in pursuit of long-term business success premised on our ability to continually improve the quality of our business activities while protecting life of people, the environment, assets, and our reputation. It is, therefore, our integrity of operating facilities and business processes with loss prevention, and proactive risk management as part of the modus operandi of Moonstone.

Health, safety, security, and protection of the environment are core values that constitute an integral part of our commitment to conducting our business in a responsible way across the globe. The Board of Directors has formulated and adopted a Suppliers and Sub-Contractors Relationship Policy and Procedures to reflect this policy focus.

The Organisation is committed to operating its business with honesty and integrity. To promote compliance with all applicable laws, rules and regulations regarding HSESS, the Board of Directors has adopted various Codes that reiterate the standards of conduct and ethical behaviour that it expects its directors, officers, and other employees to imbibe.

Code of Conducts and other policies and procedures are issued by the Company from time to time, and all the Moonstone members and employees must also be familiar with, and comply with such policies and procedures.

2.1 Objectives

The Specific objectives of the Policy are to:

- a) Advancing a culture of HSESS excellence where everyone is engaged, empowered and innovative in cultivating a workplace that promotes the safety and health of our employees, contractors, customers, business, communities where we operate, and the environment.
- b) Maintaining an unwavering Commitment to Do It Right, by which we advance the highest HSESS standards, strengthens our business and enables our employees, our value chain parties including our contractors, suppliers, logistics, distributors, business partners, or customers, the communities in which we operate, and the environment to thrive.
- c) Strengthening our business by incorporating initiatives relating to HSESS into all activities and improving our business procedures, processes and practices to reflect the dynamics in our operating environment. We continuously strive to analyse and improve our practices, processes and products to ensure they benefit our employees, contractors, communities, the environment, and our business performance.

- d) Establishing annual HSESS objectives and targets that reflect our significant HSESS impacts, legal requirements, technological options, input from interested parties, and our financial, operational, and business requirements.
- e) We evaluate our HSESS performance through continued monitoring, systematic internal and external auditing, and periodic management reviews.
- f) Ensuring compliance with all applicable HSESS laws, rules, and regulations in the Locations we operate in. Where laws and regulations do not provide adequate controls, we apply our own high standards to protect employees' health and safety, the environment, surrounding communities; and reduce risks associated with our value chain.
- g) Evaluating risks and employing appropriate best practices and technologies in the design, construction, operation and maintenance of our processes and facilities to reduce risk and protect the health and safety of our employees, contractors, surrounding communities, and the environment.
- h) Creating HSESS culture of excellence that benefits our employees, our value chain, the communities in which we operate, and the environment. In doing this, in the Organisation:
 - ✓ We believe we can prevent all injuries and illness by identifying, eliminating, and controlling risks in our business.
 - ✓ We believe that enhancing the health and well-being of our people is as vital as protecting their safety. Therefore, we promote off-the-job wellness and safety for our employees.
 - ✓ We believe in the efficient use of natural resources and seek to protect the environment and promote natural resource biodiversity in communities where we operate.
 - ✓ We prepare for emergencies and provide leadership to assist our local communities in improving their emergency preparedness.
- i) While working with the entire value chain to reduce environmental impacts, we improve the safety of our operations and products, and advance efficiencies along the value chain.

- j) Holding contractors and visitors on company premises to the same standards and rigorous requirements to which we hold ourselves. We also provide assistance to enable their achievement of similar HSESS stewardship success.
- k) Building alliances with governments, policy makers, businesses, communities, and advocacy groups to develop sound policies, laws, regulations and practices that promote HSESS excellence, and improve general product stewardship.
- l) We work proactively with industry associations to advance effective approaches to HSESS and product stewardship throughout the value chain.
- m) We deliberately expand awareness of our HSESS stewardship practices through proactive communication that informs our stakeholders about the HSESS impacts of our operations and products.

3.0 The General Principles & Our Specific Commitments

3.1 Moonstone is committed to act with value-adding HSESS Policy in all its activities and requires that the directors, all its employees and other stakeholders involved in its business activity act in accordance with all the HSESS laws, regulations, policies in the performance of their duties and responsibilities.

3.2 The Moonstone Commitment & Responsibilities

- The Organisation and each of the Company's executives, officers, leaders, and managers will:
 - ✓ Demonstrate strong and visible leadership to promote a culture where all personnel share a commitment to Moonstone HSESS excellence.
 - ✓ Deploy the resources needed to effectively meet this HSESS Commitment and the underlying management system, and will do so in a manner that strengthens our business.
 - ✓ Educate, coach, empower, and motivate employees and contractors to understand and adopt this Commitment and adhere to applicable HSESS laws, rules and regulations.
 - ✓ Ensure that all employees are equipped to effectively respond to HSESS incidents and emergency situations. This includes continual enhancement of crisis and emergency

response processes and plans, provision of sufficient and appropriate response equipment, and ongoing personnel training.

- ✓ Foster a Moonstone wide HSESS culture of excellence that actively incorporates all HSESS considerations and initiatives in all business decisions in order to reduce environmental impacts, protect the health and safety of employees, contractors, and local communities, comply with legal requirements, and advance the Organisation's business and HSESS reputation.

- **All employees will:**

- ✓ Support the HSESS Vision and Commitment to advance a culture of our HSESS excellence where everyone is engaged, empowered, and innovative in cultivating a safe, productive, and environmentally responsible workplace.
- ✓ Understand and comply with the HSESS requirements related to their activities, including a responsibility to inform management as soon as possible when they become aware of HSESS incidents or any violation of applicable governmental or internal HSESS requirements.
- ✓ Foster a holistic HSESS culture that encompasses on-the-job and off-the-job EHS awareness among employees, our value chain, and surrounding communities.
- ✓ Ensure they understand and adhere to this our HSESS Commitment, and its related resources- and applicable HSESS policies, procedures, and requirements established at their job Location, and recognize that compliance is an important element of their job performance.
- ✓ Only undertake tasks for which they are properly trained and equipped, and which tasks will not impose an unreasonable risk to the health and safety of our employees, our value chain, surrounding communities, and the environment.
- ✓ Maintain HSESS records and reports in a manner that is consistent with the required reporting forms that meets all requirements of applicable HSESS laws, rules, and regulations.
- ✓ Ensure security measures are in place at all facilities where the Moonstone has operating control to protect employees, contractors, facilities, products, and surrounding communities from persons intending to do harm or cause damage.

- ✓ Ensure that HSESS matters that may need to be disclosed by any Company in our Organisation, pursuant to its obligations as a corporate entity are identified to those persons in the Company responsible for statutory compliances.
- ✓ Protect the rights of the Organisation and that of its entity.
- ✓ To encourage the director, each manager, employee or person linked to the company to report (Individual Reports) what he or she believes in good faith is a material violation of the law or policy or any questionable matter from Moonstone or from any interested party.
- ✓ Promote and development of a culture of openness, accountability and integrity.
- ✓ Serve as a means of preventing and deterring misconduct that may be contemplated but has not yet taken place.
- ✓ Ensure assistance in appropriate oversight by the Board of Directors by preventing or to detecting and correcting inappropriate activities.

4.0 The Specific HSESS Standards

4.1.0 Health

- a) The well-being and physical and mental health of our employees are the foundations for Moonstone business successes, since they affect the performance levels of our Company's core asset – human capital. We have established a wide health care standard to ensure a high level of care for our employees' health across all business locations. The standard includes preventive initiatives such as targeted health promotion campaigns, a systematic assessment of health risk mitigation, and curative care.

b) First Aid

The Company has a policy that made arrangements for the provision of First Aid in accordance with the Health & Safety (First Aid) best practices.

- All accidents, no matter how small, must be reported immediately to a Director. They will take steps to ensure that all injured persons receive the necessary attention.
- The Director acts as the Appointed Person for First Aid to:
 - ✓ Deal with any minor injuries; and

- ✓ To sustain life where any serious injury takes place and seek immediate emergency and professional treatment
- ✓ First Aid Boxes are held in the office and in company vehicles for prompt first aid administration in case of injuries outside the office.

4.2.0 Safety

We aim to adhere to the highest standards to provide its employees and contractors a safe workplace. Our Company's HSESS Policy, the HSESS Directive, and corporate regulations such as HSESS Risk Management, Contractor HSESS Management, Management of Hazardous Substances, Personnel Transportation, and Reporting, Investigation, and Classification of Incidents, which provide the framework for safety management are robust.

4.2.1 Fire Safety Management

"Planning Is Key to Preventing Hazards", if you want to prevent fire hazards, a fire safety plan exists in Moonstone Resources Limited.

4.2.2 Basics of Fire / General Knowledge

- a) A fire in the workplace can cause hazardous devastation, for the workers, the organization, and the general public; which can result in some serious injuries, fatalities, and damage to significant assets. Dangerous substances that can cause fire and explosion involves the storage, use or creation of chemicals, vapours, dusts etc. that can readily burn or explode.
- b) Many substances found in the workplace can cause fires or explosions. These range from the obvious ones, such as flammable chemicals, petrol, cellulose paint thinners and welding gases, to the less obvious – engine oil, grease, packaging materials, dusts from wood, flour and sugar.
- c) The Organization lays so much emphasis on fire handling procedures, which everyone is required to be well acquainted with, including knowing some key universal safety procedures and tips for fire safety in the work environment. Generally, there are three basic sources of fire, which must not be ignored, they are:
 - Ignition Source (heat),
 - Fuel Source (something that burns), and
 - Oxygen Source

All the elements through which fire is activated must never be handled negligently, contrary to the established fire risk management protocols.

4.2.3 Fire Safety Risk Assessment & Management

This is the summary of the fire safety risk assessment and management that Moonstone established.









- a) In all our workplaces, there must be a fire safety risk assessment carried out periodically, which should be regularly updated and communicated to all workers.
- b) To help prevent fire in the workplace, our risk assessment should be such that easily identifies what could cause a fire to start, taking cognizance of the three basic sources of ignition (heat or sparks) and substances that burn, and the people who may be at risk.
- c) Fire safety measures are required to be taken for different places in the work environment to minimise the risk of injury or loss of life, and damage to assets in the event of a fire.
- d) Keep sources of ignition and flammable substances apart.
- e) Avoid accidental fires.
- f) Ensure good housekeeping at all times, such as avoid build-up of rubbish that could burn.
- g) Consider how to detect fires and how to warn people quickly if they start, e.g. installing smoke alarms and fire alarms or bells
- h) Have the correct fire-fighting equipment for putting a fire out quickly.
- i) Keep fire exits and escape routes clearly marked and unobstructed at all times.
- j) Mark potential fire-prone areas with appropriate Fire Danger Alert Signs and Symbols
- k) Ensure the workers are regularly given appropriate training on procedures they need to follow as part of fire hazard management, including fire drills.

4.2.4 In the event that fire occurs in the workplace, Basic fire safety

- 1) Know the location of the fire extinguishers in the workplace. You should be aware where the nearest extinguisher is at all times, and know also how to use them.
- 2) Know where your nearest emergency exits are.
- 3) Know the difference between alarm signals to quickly recognize the situation.
- 4) If you discover a fire:
 - ✓ Alert all other individuals within the workplace by activating the nearest fire alarm, shouting clearly or by using other procedures set in place by your company.
- 5) Use the nearest exit to evacuate the workplace.
- 6) Use a fire extinguisher to put the fire out. Be careful while doing this and do not attempt if yours or others safety is at risk or on large fires.

- 7) During evacuation of a worksite:
 - ✓ Stay calm and evacuate the building immediately when you hear the fire alarm. Evacuation checklists and procedures must be mastered.
- 8) Along the escape route, close (don't lock) all the doors and windows you pass by so that you can cut the fire and the smoke off from spreading to the other rooms.
- 9) Go to the **Assembly Point** and alert your relevant supervisors that you are safe and outside the building.
- 10) Adhere to any protocols put in place by the Company.

4.2.5 Summary of what to do if you discover fire outbreak:

-  If the fire is discovered by any one in Moonstone, raise the alarm and ensure the "Fire Brigade" is called immediately. Then try to put the fire out, by using the nearest extinguisher but do not put yourself at risk. Familiarise yourself with the position of all fire-fighting equipment.
-  Leave the offices in an orderly manner by the nearest safe exit.
-  **DO NOT COLLECT** personal belongings from offices, desks or lockers.
-  **DO NOT RUN** confusedly.
-  **DO NOT RUSH** if there is congestion at any exit.
-  Make your way to the **Assembly Point** in the designated area in the workplace and report to the Director and any senior officer around, who will take a roll call.
-  **The visitors' book** will be used to account for any visitors, who are the responsibility of the member of staff being visited.
-  Remain at the Assembly Point until further instructions are given by the Director or the HSESS Manager.

4.3 Environment & Sustainability

- c) In striving to minimize the impact of our operations, we particularly emphasize issues of material importance to both the Organisation and our stakeholders: noise, energy efficiency, greenhouse gas (GHG) emissions, water and waste management. All our environmental impacts are managed through a strategic management approach, governed by general and topic-specific Company guidelines and practices, reported to management accordingly.
- d) Our defined HSESS protocols and requirements are well encapsulated into all aspects of Moonstone businesses, and we are committed to achieving excellence and continuous improvement while doing so. Safety is one of our core values, a bedrock of our organization and central to our operations and services.

- e) In the same manner, we are dedicated to putting specifics of our HSESS at the centre of all our Organisation activities, including materials sourcing, product design, operations and service. In addition to fulfilling our compliance obligations, we commit to:
- ✓ Reduce HSESS risks, incidents and near misses, and work-related illness.
 - ✓ Reduce pollution and use of hazardous materials, increase resource efficiency, including energy, water and materials, and support efforts to combat climate change.
 - ✓ Improve our HSESS performance in all operations, throughout the life cycle of our products and services, our value chain and the communities in which we operate.

4.4 Security

- f) The role of the Security function is to protect the our Moonstone's personnel, assets, information, operations, value, and reputation against any intentional and malicious threats that may arise terrorism, political extremism, criminality, and cyber threats have required the Organisation to adapt a robust, but flexible security strategy to enable us to continue operating in the highly dynamic operating environments.

5.0 Communication and Awareness of this Policy

- a) A training for all Moonstone Employees is done in order to explain how to use and to indicate how they can access it. Likewise, in this training, employees must be informed that under no circumstances retaliatory actions will be taken against whistle-blowers who have denounced an irregularity in good faith.
- b) Promote a "don't look the other way" culture to raise awareness, ownership and actions with regard to all HSESS risks and opportunities across the Organisation.
- c) Moonstone shall endeavour to communicate the policy as appropriate to its suppliers, contractors and business partners at the outset of our business relationship and reinforce as appropriate thereafter.
- d) MRL shall make this policy publicly available (specifically via its website – www.moonstoneresources.com) and the policy will also be communicated to all members of the Organisation's employees in the first instance, and also to all contractors, sub-contractors and suppliers.

6.0 Breaches of this Policy

- a) Any employee whose breaches is detected and reported under this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- b) MRL may terminate its relationship with other individuals and organisations working on its behalf if they are in breach of codes covered under this Policy.

7.0 Periodical Review of the Policy

- a) The effectiveness and implementation of this policy will be reviewed as it is deemed appropriate, but no less frequently than every 12 months. Policy review will be undertaken by the directors of the Moonstone Resources Limited.
- b) The Company commits to periodically reviewing this policy in order to continually improve labour standards within the workplace. The Company shall take into consideration: changes in legislation, legal advice as and when necessary and any other requirements to which the Organisation subscribes, to ensure the adequacy, suitability and continuing effectiveness of this policy.

Effective Date: 01 January 2020

Issued by Moonstone Resources Ltd Board of Directors



Managing Director



Director (Technical Services)