



**GOLDEN STAR RESOURCES LTD.**

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## **POLICY ON SAFETY, HEALTH AND WELLBEING**

Golden Star values and is committed to safety and employee wellbeing. We believe that job-related injuries and illnesses are unacceptable. Golden Star will, therefore:

- Ensure that our leaders and managers are committed to and value developing a culture that makes health and safety an integral part of short-and long-term operations and our performance and contractor management systems;
- Encourage our leaders to demonstrate visible leadership and take accountability for the safety of their teams;
- Ensure that our employees and contractors understand and accept our health and safety policies and procedures as a fundamental part of our values and business;
- Wherever appropriate and feasible, set operating standards that exceed any relevant laws and regulations;
- Implement effective health, safety, and wellbeing policies and management systems;
- Provide all employees and contractors with the necessary training and equipment to carry out their work in a safe and healthy manner;
- Carry out regular risk assessments to identify exposures, and hazards that have the potential to cause injuries and occupational illnesses;
- Conduct quality incident investigations to identify root causes, and corrective actions;
- Regularly test health and safety systems and procedures, and emergency response systems to ensure their effectiveness;
- Identify measurable objectives and targets for leaders and teams that will drive the continuous improvement in workplace safety culture;
- Approach the health and wellbeing of our employees through a focus on illness prevention grounded in education and health surveillance, so allowing our employees to manage their fitness for work;
- Where appropriate, engage with partners to support the enhancement of community health systems within our areas of influence;
- Regularly review and audit health and safety systems, procedures, and performance; and
- Publicly report our health and safety performance.

Andrew Wray  
President and CEO

Revision No.	Effective Date	Next Revision Date
2.1	May 2019	November 2021