



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 management systems;
- 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;
- Incorporate health, safety, and wellbeing requirements into all contracts and enforce them;
- 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 health and safety 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 that will drive the continuous improvement necessary to pursue an injury and occupational illness-free workplace;
- 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.

A handwritten signature in blue ink, appearing to read "S. Coetzer", is positioned above the name and title.

Sam Coetzer

President and CEO

Revision No.	Effective Date	Next Revision Date
1.0	01 April 2015	30 March 2018