



INTER-OFFICE COMMUNICATION

DATE : 03 JULY 2024
TO : LCMC EMPLOYEES
FROM : SAFETY DEPARTMENT
SUBJECT : REVISED SAFETY AND HEALTH POLICY

Greetings!

We are pleased to inform you of the revised Safety and Health Policy of Lepanto Consolidated Mining Company. The key updates and enhancements to the revised policy include:

1. *Compliance with applicable laws and regulations;*
2. *Hazard Identification and Risk Assessment;*
3. *Safety Training and Education;*
4. *Incident Reporting and Investigation;*
5. *Emergency Preparedness and Response;*
6. *Health and Wellness Promotion;*
7. *Communication;*
8. *Tailings Management Commitments;*
9. *Shared dedication, cooperation and efforts of all to achieve a safe working environment;*

It is imperative for all employees, service contractors and stakeholders to familiarize themselves with the revised Safety and Health Policy to ensure compliance and contribute to a safe and healthy work environment.

Further hereto, a scheduled cascading of the revised Safety and Health Policy has been set on the following dates at LMD as follows:


DATE	VENUE	PARTICIPANTS
July 05, 2024 2:30 PM	Mill Training Conference	<i>Supervisors – MPG, PCES, SMED, IMD, IOSD, MWSO, Fabrication, Assay, HR, MOG (GMS-Haulage, MME-UG Crusher)</i>
July 06, 2024 3:00 PM	Nayak Safety Office	<i>Supervisors – MOG, MEGG, Explo, IMD, IOSD, Service Contractors,</i>
July 09, 2024 3:00 PM (During CSHEC Meeting)	DTC	<i>CSHEC Attendees</i>

Table 1. Schedule of cascading for the Revised Safety and Health Policy.






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SAFETY AND HEALTH POLICY

Lepanto Consolidated Mining Company (LCMC) is committed to providing a safe and healthy work environment with a vision of continuous improvement for all employees, contractors, visitors, and stakeholders. We recognize that the well-being of our workforce is essential for the success of our organization.

We commit to maintaining high standards of safety, preventing workplace injuries and illnesses, and promoting a culture of health and well-being by:

- Complying with all applicable laws, regulations, and standards related to occupational safety and health;
- Conducting regular assessments to identify workplace hazards and evaluate associated risks;
- Providing comprehensive safety training and education programs to ensure that all employees and stakeholders within the mine camp, are equipped with the necessary competencies to perform their work safely;
- Establishing a system for reporting and investigating incidents, accidents, and near-misses;
- Developing and implementing emergency preparedness and crisis management to respond to potential emergencies effectively;
- Promoting the health and well-being of our employees by providing resources and programs that support physical and mental health;
- Fostering open and transparent communication with employees and stakeholders regarding safety and health matters and empowering them to contribute to improving our safety culture.

We commit to responsible tailings management in order to minimize environmental impact and safeguard surrounding communities. We adhere to industry best practices and regulatory requirements for the safe handling, storage, and disposal of tailings. Regular monitoring is conducted to ensure the integrity of tailings storage facilities and early detection of potential risks.

Occupational safety and health in the workplace are everyone's responsibility. Only through the dedication, cooperation, and efforts of all individuals can LCMC succeed in providing a safe and healthy working environment.