

## **HEALTH AND SAFETY (H&S) POLICY**

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### PURPOSE OF THE POLICY

- 1.1 Centamin plc (the “Company”) and its subsidiaries (the “Group”) are committed to providing adequate control of the health and safety risks arising from our work activities.

### OBJECTIVES

Our health and safety policy objectives are to:

- Prevent accidents and cases of work-related ill health;
- Provide clear instructions and information and adequate training to ensure employees are competent to do their work;
- Ensure safe handling and use of substances and maintain safe and healthy working conditions;
- Comply as a minimum with all applicable legal and regulatory health and safety requirements of the country or countries in which we operate, and where such legislation or requirements are lacking or absent, apply international industry good practice;
- Effectively manage and monitor occupational health and safety performance and provide senior management oversight;
- Transparently communicate occupational health and safety performance; and
- Aim for continual improvement in occupational health and safety performance over time.

### TO FULFIL THE COMMITMENTS SET OUT ABOVE, CENTAMIN WILL STRIVE TO:

- Implement Occupational Health and Safety (OH&S) management systems aligned with industry best practice to enable a structured approach to the management and mitigation of occupational health and safety risks at all operational mines;
- Provide the resources required to ensure the continual effective and sustainable operation of the OH&S management system;
- Establish processes to identify, assess, prioritize and manage risk at all Centamin controlled work places and implement emergency procedures including evacuation in case of any significant incident;
- Evaluate the health and safety implications of all company business decisions;

- Promote safety and health awareness on site;
- Provide all staff, contractors, visitors and suppliers with clear instructions, information and the appropriate H&S training and personal protective equipment while on site;
- Provide and maintain safe equipment and infrastructure with documented safe work procedures, practices and maintenance records;
- Consult with our employees on matters affecting their health and safety; and
- Undertake regular audits and inspections to assess OH&S performance and report performance as part of internal reporting, including to the HSE committee and in the public sustainability report.

## EVALUATION

This policy will be reviewed and revised regularly, to ensure it remains current with the Company's practices and any changes to the policy will be presented by the Health, Safety, Environmental & Sustainability (HSES) Committee to the Board of directors of the Company for their consideration and approval.

## RESPONSIBILITIES

Overall and final responsibility for health and safety is with the Centamin Board.

Responsibility in each country for ensuring this policy is put into practice is with each countries General Manager and at a site level this responsibility is with the Head of Health and Safety.

## EMPLOYEES

All employees should:

- Co-operate with supervisors and managers on health and safety matters;
- Take reasonable care of their own health and safety; and
- Report all health and safety concerns to their manager.

## SCOPE

This policy statement applies to the entire workforce of Centamin Group, including its Board of Directors, of the Company, any subsidiaries and joint ventures managed by the Company.

## TRANSLATION

This policy will be communicated to all employees and contractors. It will be translated into Arabic for our sites in Egypt and into French for our West Africa sites. This policy will also be publicly available through Centamin's website.