Health and Safety Policy

Element 25 Limited (**Company**) believes that health and safety are the first priority in all areas of work and that job-related injuries and illnesses are unacceptable. The Company will therefore:

- integrate health and safety management into management practices throughout the Company;
- ensure that our leaders and managers are committed to creating a culture that makes health and safety an integral part of short and long term operations and all performance management systems;
- develop procedures such that our employees and contractors understand and accept health and safety as a fundamental part of the business;
- implement effective health and safety policies, procedures and management systems;
- provide all employees with the necessary training and equipment to carry out their work in a safe and healthy manner;
- regularly test health and safety systems and procedures and emergency response systems to ensure their effectiveness; and
- regularly review and audit health and safety systems, procedures and performance.

Approved by the Board of Directors of Element 25 Limited.