



CONSOLIDATED NICKEL MINES LTD

(the “Company”)

OCCUPATIONAL SAFETY AND HEALTH POLICY

PURPOSE

Consolidated Nickel Mines is committed to providing a safe and healthy work environment for all employees, contractors, consultants and visitors and requires that safety should not be compromised for any other business priority. We believe that each and every employee is responsible for their own safety at work and the safety of work colleagues.

The Company is committed to:

- Full compliance with all relevant legislation and regulations.
- Effective management, with Board and Executive level oversight, of our Safety and Health performance.
- Transparent communication and engagement in relation to our Safety and Health performance with internal and external stakeholders.
- Striving for continual improvement of our occupational Safety and Health performance, with Board and Executive level oversight of this performance.

POLICY

To meet the above requirements, we commit to:

- Meet or exceed all applicable regulatory requirements of the host countries in which we operate. In the absence (or lack) of appropriate legislation, industry best practices and standards will be used.
- Establish and maintain at all of our managed operations, Occupational Safety and Health (OS&H) management systems that facilitate a structured approach to mitigate safety and health risks.
- Provide the leadership and resources required to ensure the effectiveness and sustainability of the OS&H management system.
- Promote a safety culture that encourages people to proactively manage safety and health risks through education, instruction, information and supervision, thus preventing injuries and illnesses.
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IMPLEMENTATION

In carrying out this Policy, we will:

- Provide the facilities, equipment, tools, procedures, safety programs and training for employees to work safely.

- Clearly define and communicate to employees, contractors and visitors their responsibilities with respect to OS&H.
- Maintain plant, equipment and all infrastructure in a safe condition with documented safe work procedures, practices and record management systems.
- Ensure the participation and consultation of workers in the decision-making process for OS&H matters.
- Manage risk through the identification, elimination, monitoring and control of risk hazards, and implementing procedures accordingly, while reviewing performance.
- Ensure that all employees, including employees of contractors, suppliers and consultants, are fully instructed, trained and assessed in the tasks each will be required to perform and in the operation of all plant and equipment each will be required to operate.
- Ensure all employees report all known or observed hazards to their immediate Manager or Supervisor.
- Ensure that employees in leadership positions are responsible for deploying and actively supporting the Company's overall safety program. Included in this responsibility are monitoring and enforcing the use of safe working practices and safety rules.
- Routinely monitor and review the OS&H management systems and set performance objectives at all levels and functions to ensure continuous improvement within our operations, taking into account evolving knowledge and technology.

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