



Celamin Holdings N.L

ACN 139 255 771 ABN 82 139 255 771
Suite 304, 22 St Kilda Road, St Kilda, VIC 3182

Phone: (03) 9692 7222

Fax: (03) 9529 8057

Email generaladmin@victoriangoldmines.com.au

Health and Safety Policy

1. Introduction

Celamin Holdings NL (Celamin or the Company) is committed to achieving the highest standard of safety and health in all the activities in which we are engaged.

2. Purpose

This policy reinforces the position and importance of achieving the highest standard of safety and health and provides staff with clear guidelines as to the Company's expectations of their behaviour.

3. Scope

This policy applies to all directors, employees (full time, part time, casual), contractors and consultants (staff) of the Company and its subsidiaries.

4. Policy

We aim to operate without any safety or health incidents, by ensuring all duties are performed correctly from the outset. This will only be achieved if all people in our company behave in accordance with our safety and health standards, and ensure that all incidents are reported, investigated and, when necessary, corrective actions are implemented. We will:

- (i) Provide safety and health leadership, at all times setting the example to others
- (ii) Provide a safe and healthy working environment for all employees, contractors and visitors.
- (iii) Identify and assess and then either eliminate or control all hazards to safety and health as the leading item in a total risk management process.
- (iv) Conduct our operations in compliance with all relevant legislation, regulations, standards, licenses and codes.
- (v) Seek continuous improvement in all aspects of work processes and procedures and set objectives and targets to measure our improvement.



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- (vi) Ensure that there is effective involvement and open communication on all safety and health matters at all levels in the company.
- (vii) Require employees, contractors and visitors to abide by all policies and rules that have been formulated in the interest of safety and health.
- (viii) Ensure that all employees, contractors and key suppliers have the necessary knowledge and skills to undertake their work in a safe and healthy manner.
- (ix) Encourage everyone to carry this commitment to Safety and Health from our workplace to our homes.