



Ghana Bauxite Company Limited

A member of the IOP Group

Contact

info@ghanabauxite.com
ghanabauxite.com

Accra Office

0302-773033 / 021-765830/
027-7568045 / 0302-760732
PMB Ministries Post Office Accra

Awaso Mine

027-7568045
Box 1, Awaso

Takoradi

0301-22495 / 0301-22457
PO Box 21, Takoradi

OCCUPATIONAL HEALTH AND SAFETY POLICY

COMMITTED TO OCCUPATIONAL HEALTH AND SAFETY (OHS) EXCELLENCE

Our vision of OHS Excellence is shaped by our core values of integrity, accountability, trust and transparency, and teamwork. Our OHS is a component of (GBC Integrity Management System) that makes OHS an essential part of our management and decision-making process. It provides us with the company-wide standards, procedures and best practices to attain world-class OHS performance. It helps us forge a strong OHS culture and proactive mind-set focused on constantly improving our OHS awareness, skills, leadership and result.

Our OHS represents an ironclad commitment by our entire workforce to take actions that maximize sustainable value for our employees and other key stakeholders.

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- We value human life above all else
 - We motivate employees to achieve GBC goal of zero work-related incidents, injuries and occupational illnesses through training and a supportive work environment.
 - We constantly work together to identify and eliminate health and safety risks in the workplace.
 - We encourage our employees to adopt a healthy and safe conscious lifestyle both at work and home.
 - We strive to be a valued member of our communities.
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TO SUPPORT OUR OHS POLICY, WE:

- Foster open and transparent communication to build long-term stakeholder relationships and generate sustainable OHS improvements and value.
- Comply with and, where possible, exceed applicable laws and our own OHS standards.
- Develop and implement innovative technologies, industry best practices and effective management systems.
- Require our managers to take ownership of our OHS and visibly demonstrate their OHS commitment.
- Select our partners on the basis of their commitment to meet our OHS requirements.
- Regularly audit our sites and publicly report our OHS performance.
- Encourage, recognize and reward positive contributions to GBC'S OHS performance.

A handwritten signature in black ink, appearing to read 'F. S. Peprah', is written over a solid horizontal line.

**Frederick SARKODIE PEPRAH
(General Manager)**

April 2022