



Guinea Alumina Corporation

Environment, Health, Safety & Community Policy

Guinea Alumina Corporation (GAC) wants to build a prosperous company that fully assume its responsibilities towards the environment as well as the wellbeing of all the people working on its operations and the neighbouring communities.

GAC has a strong history of leadership in setting goals, policies and programmes that drive environmental stewardship and pollution prevention, and advance health and safety across its operations and in local communities. GAC also recognises that playing an active role in the socio-economic development of local communities is intrinsic to its very own corporate purpose.

To fulfil its continued commitment, GAC will:

- Promote a culture of respect for the environment, fellow employees, contractors, and neighbouring communities,
- Be a relentless Zero Harm advocate to support its corporate cardinal objective: Everyone goes home safe and healthy every day preserving our environment for tomorrow,
- Respect human and labour rights in alignment with the International Labour Organisation standards, and fight against all forms of discrimination, harassment, and gender-based violence,
- Promote inclusive development and career advancement.
- Consistently apply policies, procedures, and practices to identify, analyse, evaluate, and control risks to a level that is as low as reasonably practicable,
- Maintain compliance with all relevant legislation, industry codes of practice, and implement management systems to monitor the company's environment, health, safety and community (EHSC) performance.
- Integrate EHSC objectives and targets into the company's business processes, and ensure these are communicated by way of clear policies, procedures and work instructions,
- Establish mechanisms to ensure effective consultation and communication with employees, contractors and neighbouring communities,
- Allocate appropriate financial, material and human resources to achieve the set objectives and targets,
- Ensure continuous improvement through regular review of management systems and other controls,
- Instil an understanding through the GAC Health and Safety programmes that:
Every employee and contractor has the right to a safe and healthy workplace, safe working conditions, and a clear understanding of the hazards of the workplace. Any employee or contractor who believes that an activity or condition is unsafe is expected to "Stop or Suspend" the activity or refuse to perform such work without fear of reprisal by management or co-workers. The employee or contractor is also entitled to have the safety concern addressed prior to continuing the task or activity or participating in the work.
- Make clear through actions and education amongst all employees, contractors, and visitors that GAC has a Zero Policy for drugs and alcohol in the workplace and will not accept anyone performing work duties when under the influence of drugs and alcohol,
- Consider the degree to which the wealth generated and resulting financial resources of the business contribute to society including gender considerations. This includes amongst others, investment in employees, job creation, supporting the supply chain, community development, social contribution, and support of national economic growth.

GAC will entrench ethical practices in all aspects of its operations to ensure that its standards and social licence to operate are maintained and strengthened.

All GAC employees and contractors are accountable for making sound decisions within the scope of their responsibilities to ensure that these commitments are achieved.

GAC will review this Policy on an annual basis and will update as needed.



Steve Tremblay
Chief Executive Officer