



CORPORATE POLICY: OCCUPATIONAL HEALTH AND SAFETY



Company Policy Version 2.0

July 2021

1. INTRODUCTION

Guaranteeing the health and safety of our employees is fundamental to fulfilling our purpose since they are the ones who make it possible for Molymet to create value for the evolution of humanity.

It is because of this that at Molymet, we have promised to meet the highest health and safety standards. This takes into account, not only our internal employees but each person who plays a role in the work and development of the Company's processes and activities – this includes contractors, subcontractors, temporary services, suppliers and visitors and our community members.

2. OBJECTIVE

The objective of this Policy is to define the principles for the sustainable development of our peoples' Health and Safety in order to assuring the wellbeing of all.

3. SCOPE

This policy is applicable to each person present in company installations, whether they are our own personnel or external to the company. We define external as contractors, sub-contractors, service providers and suppliers.

4. OUR PRINCIPLES:

1. Leadership

To take individual and collective responsibility for ensuring self-care, as well as promoting and leading compliance with protocols and policies associated with occupational health and safety protection.

2. Legality

Comply with current legal requirements applicable to our activities and with other commitments that the company subscribes to in matters of sustainability, environment, safety and occupational health.

3. Prevention

In the carrying out of company activities and services, to prevent occupational accidents and illness through hazard identification, risk assessment and by putting effective control measures in place.

4. Training

Develop the competencies and skills of our employees through training and education in matters relating to occupational health and safety; promoting protection of our people; sustainability; resource management; operational excellence; and the quality of our products.

5. Operational Safety

Establish operational processes in such a way that we safeguard our people, property, installations and the environment by providing safe and healthy workplaces.

6. Continuous Improvement

Ongoing revision of our activities in order to improve our Occupational Health and Safety performance. This is done through a process of continuous improvement based on a Management System and adapted to the particular needs and realities of each subsidiary. This is in order to ensure the availability of information and resources necessary for the revision and achievement of objectives and goals, as well as to keep the specific risk matrices updated and generally, to allow us to adopt the necessary measures for preventing, controlling, mitigating and/or eliminating risks.

7. Participation and consultation

Promote participation and consultation with our employees on issues related to Health and Occupational Safety issues. This is achieved through two-way communication - using available channels and encouraging dialogue and information sharing – a key success factor for an Occupational Health and Safety management system.

5. PUBLICATION AND FORMALIZATION

The policy will be published on the corporate intranet and on the company website and for each update, a corporate email will be sent out indicating the relevant changes.



JOHN GRAELL M.

CEO

