



HEALTH, SAFETY AND ENVIRONMENT POLICY

Health, safety and environment are core values of the CMOC Group. We are committed to providing a safe work environment for all our employees, contractors and other stakeholders.

Health, safety and environment must be incorporated into all aspects of our businesses. Everyone working for CMOC expects a safe work environment, and in turn, we expect everyone to contribute to that environment through responsible behaviors.

Health, safety and environment objectives are integrated into the management systems at all levels of the CMOC Group.

Everyone working for and with CMOC is expected to demonstrate that health, safety and environment are the core values through visible and felt commitment as well as active interaction of each other.

Talking about health, safety and environment, we would like to discuss the following key principles that everyone must comply with:

ACCOUNTABILITY: Line management is accountable for health, safety and environment execution, communication and compliance.

TRAINING: All employees including managers at all levels and contractors must be adequately trained to work safely.

IMPROVEMENT: All operational sites must have an annual health, safety and environmental improvement plan, which is an integrated and critical part of the overall performance plan of the business unit.

ORGANIZATION: All operational sites must have a Health, Safety and Environment Committee, consisting of managers and relevant experts and employee representatives. Health, safety and environment staff must be adequately sourced to ensure sufficient support on site is available.

COMPLIANCE: Everyone including employees and contractors must respect and comply with all relevant health, safety and environment policies, rules, and standards, guidelines when you choose to work for CMOC. Breaching Golden Rules or Zero-Tolerance Rules or Life-Preserving Rules at any CMOC operational sites may result in immediate termination or dismissal.

TRANSPARENCY: Health, safety and environment performance must be visibly communicated to everyone on a regular basis.

REPORTING: All incidents and accidents must be appropriately reported, investigated and learnings shared. Failure to do so will be treated as a serious non-conformity to the CMOC Group.

MEASUREMENT: All CMOC operations must be regularly audited against the Group Policy, Health, Safety and Environment Management System as well as applicable international standards.

CONDITION OF EMPLOYMENT: Compliance with above principles is a condition of employment and a criterion for career development.

We cannot emphasize more the significance of health, safety and environment, we believe the only acceptable objective is **ZERO** accidents, incidents or occupational illnesses to people and **ZERO** harm to the environment and communities where we operate. Achieving these goals is critical for us to reach operational excellence.

Steele Li

Executive Chairman & CEO
China Molybdenum Co., Ltd. (CMOC)
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