

INTEGRATED MANAGEMENT SYSTEM POLICY



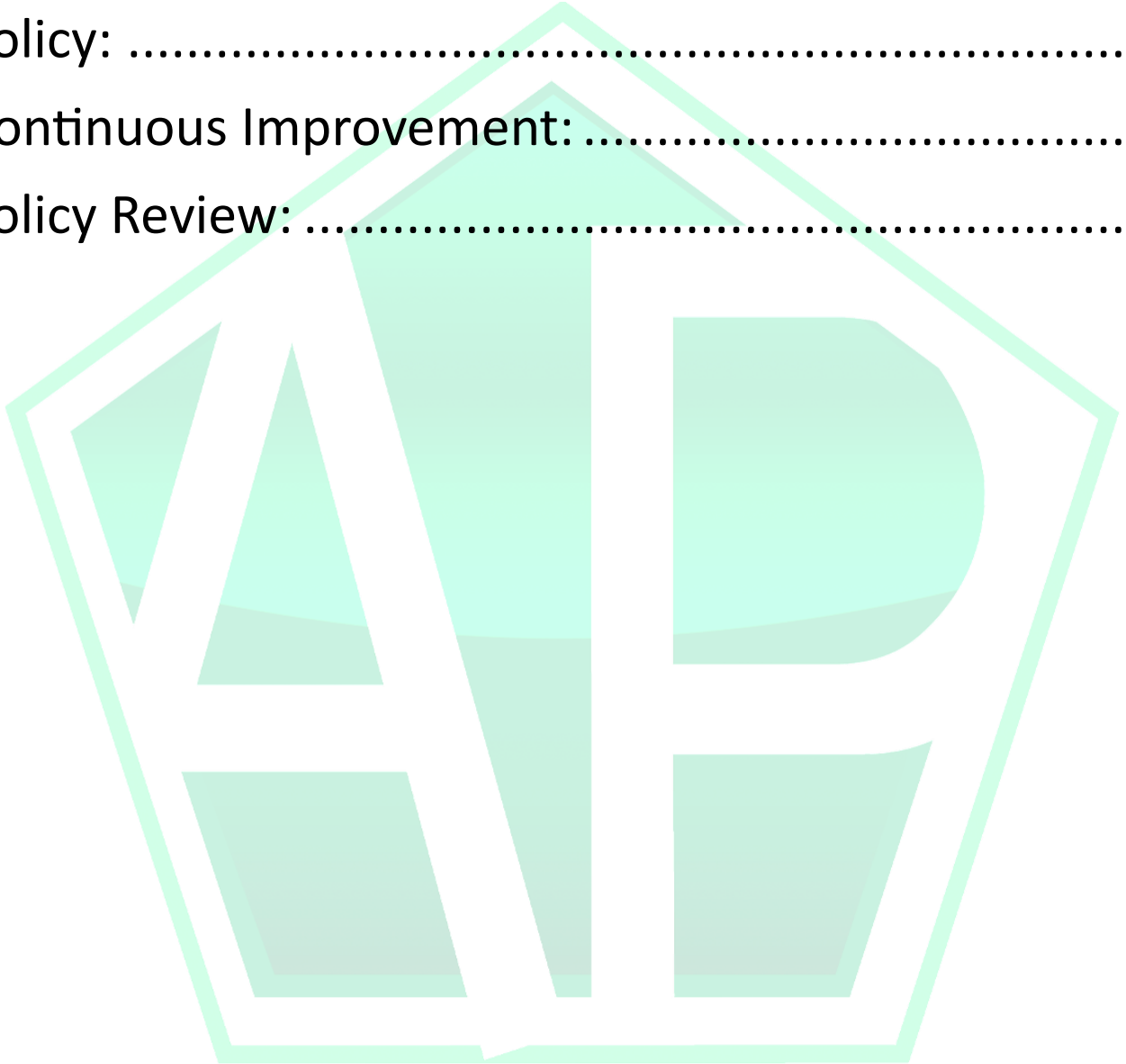


Policy Approval

This policy was approved by Board of Directors decision issued on 07/31/2023

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Purpose:

This policy and procedure outline the Integrated Management System (IMS) for the company. The IMS is a comprehensive and integrated approach to manage the company's environmental, social, and governance obligations and responsibilities, as well as its sustainability goals and objectives. This policy and procedure provide a framework for the company to continually improve its sustainability performance, enhance its reputation, and meet the expectations of stakeholders. The company takes a systematic and holistic approach to managing an organization's processes, policies, and procedures. Our IMS policy outlines the company's commitment to integrating multiple management systems, such as environmental, quality, and health and safety management systems, into a single, unified management system. The goal of an IMS policy is to provide a framework for the organization to improve its performance, reduce risks and costs, and enhance its reputation by considering multiple aspects of its operations, such as environmental impact, quality, and health and safety. An IMS policy is typically supported by detailed procedures and processes to ensure its effective implementation and continuous improvement.

Scope:

This policy applies to all employees and contractors who use company data and information systems, whether on-site or remote.

Policy:

Our company is committed to conducting its operations in a responsible, sustainable, and ethical manner, while considering the impact of its activities on the environment, society, and governance. We believe that integrating environmental, social, and governance considerations into our decision-making processes, policies, and procedures will help us to achieve our sustainability goals and objectives.

This IMS policy aims to provide guidance to all employees, contractors, and stakeholders on our commitments and objectives towards quality, occupational health and safety, and environmental protection. We will continually improve the effectiveness of the IMS by setting measurable objectives and targets, and reviewing their progress and impacts on our operations and stakeholders. This will be achieved by:

Ensuring that customer needs and expectations are thoroughly understood and met and reviewing customer feedback to identify areas for improvement.

- Creating a safe and healthy work environment that prevents injury, illness, and near misses, and promoting a safety culture through regular training, consultation, and participation of all workers.
- Identifying and assessing environmental risks and impacts, and implementing measures to prevent pollution, reduce waste, and conserve natural resources.
- Complying with applicable legal and regulatory requirements, as well as internal policies and procedures that align with our IMS objectives.
- Encouraging employees, contractors, and stakeholders to report any concerns or improvement opportunities related to our IMS policy or implementation.

Continuous Improvement:

The company will continuously review and improve its IMS by regularly monitoring its sustainability performance, reviewing its sustainability objectives and targets, and implementing corrective and preventive actions where necessary. The IMS will be regularly reviewed and updated to ensure its effectiveness and to ensure that it remains aligned with the changing sustainability landscape.

By integrating environmental, social, and governance considerations into our IMS framework, and decision-making processes, we will be better equipped to achieve our sustainability goals and objectives and to contribute to a more sustainable future. Integrating all relevant management systems into a single, unified management system, the organization will be better equipped to achieve its sustainability goals and objectives and to contribute to a more sustainable future.

Policy Review:

Our IMS policy is communicated and made available to all relevant employees, contractors, and stakeholders. This IMS policy is reviewed annually and updated as required to ensure its ongoing suitability and relevance to our business objectives and external context.