



OCCUPATIONAL HEALTH AND SAFETY POLICY

Royal Road's Commitment to Sustainable Development

Royal Road Minerals Limited and its controlled affiliates (the "Company" or "Royal Road") aims for sustainable development outcomes and is committed to the integration of environmental, health, safety and social considerations into its procedures for project development and operation at all stages.

As part of its commitment, Royal Road has therefore developed a Social Policy, an Environment Policy, an Occupational Health and Safety Policy and a Human Resources Policy.

Royal Road Occupational Health and Safety Policy

Royal Road is committed to the implementation of a comprehensive Occupational Health and Safety Policy, and to ensuring that this policy is made known to all its managers, staff, contractors, and partners, and is proactively implemented, reviewed and updated. We believe people are our key resource and aim to have zero lost time injuries (LTI's) and fatalities. We believe that all accidents are preventable and expect all our employees, contractors, sub-contractors and visitors to return home safely.

The Occupational Health and Safety Policy applies to all employees, temporary employees, contractors, sub-contractors and members of the public who are or may be affected by our activities. It is the policy of the Company to provide and maintain, as far as reasonably practicable, a working environment that is safe and without risk to health. Royal Road aims to achieve Zero Harm through effective management of health and safety. This includes the provision of:

- Safe and healthy working conditions;
- Arrangements for the operation, design and maintenance of safe systems of work;
- Properly maintained and guarded machinery;
- Information, instruction, training and supervision appropriate to the Company's activities;
- Implementation of emergency procedures – evacuation in case of fire or other significant incident; and
- Arrangements for regular engagement and consultation with employees on day-to-day health and safety conditions and provide advice and supervision on occupational health.

The Company requires all employees to recognise their own individual responsibility regarding occupational health and safety and to comply with all health and safety requirements relevant to their activities, including but not limited to:

- Following established standard operation procedures, guidelines and instructions;
- Where appropriate always wearing their Personal Protective Equipment (PPE) during working hours;
- Accurately reporting all incidents, accidents and hazards in a timely fashion and in line with Company procedure;
- Not beginning any task without first considering the health and safety aspects;
- Not taking unnecessary risks which could affect their health or wellbeing, or that of any other person; and
- Asking questions of their supervisor when unsure of the safety requirements.