

SUDBURY  
**INTEGRATED NICKEL**  
OPERATIONS  
A GLENCORE COMPANY

## Health & Safety Policy

Sudbury INO is committed to the highest standards of health and safety performance. We will meet this commitment through the implementation of policies and practices by providing resources necessary to:

- Design, construct, operate and decommission our operations in a manner that meets and where practicable exceeds applicable laws, and regulations
- Develop and train our employees to be competent and accountable for Health and Safety performance, whether worker, supervisor or manager
- Target zero harm for all employees and contractors working at our sites
- Identify, assess and manage risks to employees, contractors and the community
- Investigate Health and Safety unsafe conditions and incidents to identify and address the direct and underlying causes
- Continually improve our Health and Safety performance by measuring, reviewing and auditing the effectiveness and compliance to our H&S management systems
- Promote the health, fitness and well-being of all employees
- Consult and communicate with employees, and where appropriate, contractors and the community in the development and improvement of our Health and Safety Systems
- Maintain and test emergency preparedness and response plans on an annual basis
- Ensure all personnel, including contractors to have the necessary training to perform all of their occupational requirements in a manner that is safe and productive.

DocuSigned by:



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Peter Xavier  
Vice President  
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A Glencore Company

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