

13th May 2021

HEALTH AND SAFETY POLICY STATEMENT

ESG Management System

The Company acknowledges that it is its duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all who are affected by the way its undertaking is conducted. This refers to all permanent and temporary employees, sub-contractors, and members of the public who are, or may be, affected by its activities.

It is the policy of the company to provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to health. To meet this objective, the Company will allocate sufficient resources and sound management system to the fulfilment of this policy.

South Harz potash Limited and its subsidiary companies will comply with all relevant statutory provisions and appropriate Approved Codes of Practice and follow the best current practice in all aspects of its undertaking.

The Company considers health and safety to rank equally with all other objectives in the performance of its business. To this end the health & safety responsibilities of all personnel have been defined and allocated.

The Health and Safety Management System is intended to affirm that the company achieves its purpose in this area and is based on the philosophy that accidents can be prevented by the identification and management of risk. In particular, the company acknowledges that the management of health and safety is an integral part of good management at all levels. This includes the provision of:

- Safe and healthy working conditions
- Arrangement of operation, design, and maintenance of safe system of work.
- Properly maintained and guarded machinery.
- Information, instruction, training, and supervision appropriate to the company's activities.
- Arrangement for consultation with employees and their representation health and safety matters.

All employees shall receive a copy of this policy statement translated into their native language. Copies shall also be posted on appropriate notice boards where feasible given the nature of mineral exploration.

In return the Company requires all employees, sub-contractors and visitors to recognise their own individual

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responsibility and to comply with all health and safety requirements relevant to their activities.

Health and Safety performance will be an item on the agenda of all appropriate meetings and will be reported at each meeting of the Board of Directors.

This policy statement, associated procedures and practices will be reviewed regularly to ensure that the company's health and safety performance is continuously improved.

Signed on behalf of the Board of Directors



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May 2021

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