

HEALTH SAFETY AND ENVIRONMENT (HSE)

Creating a safe and healthy work place for employees, contractors and the public and practising responsible stewardship of the environment in its activities are key priorities for Blacksands Pacific. We work to improve our HSE performance through:

Leadership and Commitment **Company Management** conducts regular safety tours of facilities, and sponsors and promotes health and safety programs. Blacksands Pacific also sponsors periodic third party audits of its HSE performance and implements recommendations arising from the audits.

Training and Safe Operations: Employees and contractors' staffs are trained on Blacksands Pacific's HSE policy and work procedures. Compliance with the HSE policy and work procedures is a condition of employment. Blacksands Pacific conducts regular safety training sessions and emergency response drills. Task Risk Assessments of activities are conducted regularly and control measures instituted to eliminate or mitigate HSE impact.

Incident Reporting and Investigation: To encourage employees to report unsafe conditions and practices Blacksands Pacific has adopted a "No Blame" approach to responding to accidents and near misses. Incidents are documented and investigated. Recommendations are made to help prevent a reoccurrence and lessons learned are shared throughout the Company. The "No Blame" approach has ensured that there is excellent two-way communication between employees and management on health and safety issues.

Environment: Environmental protection and conservation are a fundamental part of Blacksands Pacific's operations. We ensure that all new projects comply with the relevant standards and regulations and upgrade our existing facilities. Blacksands Pacific's waste management policy promotes minimization and recycling. Blacksands Pacific collaborates with local groups to promote environmental awareness and continuously re-evaluate its performance to ensure compliance.

COMMUNITIES

Our goal is to conduct all of our operations ethically and with an awareness of our impacts on communities local to where we work. We operate in a number of diverse environments where communities face a wide range of human development challenges. Through holistic engagement and consultation with related stakeholders Blacksands Pacific's 'Working with Communities' initiatives look to alleviate these challenges. Our social investments support improvements in education, health, conservation, and developing local enterprise.

Our proactive support of local communities not only benefits communities, but also gives Blacksands Pacific a competitive advantage through reduced operating costs and improved reputation as a responsible operator.

With intention to increasing our annual social investments through continued support for a number of long-term initiatives as well as committing to new programmes in line with the growth of our business operations.

Objectives

- Deliver discretionary budget in line with the focus of the Group's 'Working with Communities' initiative;
- Continue community engagement programmes throughout the business, with a specific focus on Africa;
- Develop and roll out community development guidelines; and
- Influence, where possible, social licence commitment decisions and continue to share experience of Blacksands Pacific's projects.

Future issues/targets

- Widen identification and engagement with local community stakeholders;
- Conduct Human Rights risk assessment in key countries of operation; and
- Involve more partners and external contractors in community development projects.