

HEALTH, SAFETY, ENVIRONMENT AND COMMUNITY (HSEC) POLICY

VISION

To demonstrate world-class leadership through our unwavering value for our people's health and safety, by upholding our high standards in environmental stewardship, and by nurturing enduring and fulfilling community relationships.



COMMITMENTS

- ▶ Raglan Mine is committed to conducting our business in an honest and ethical manner as set out in the Glencore Code of Conduct.
- ▶ We are committed to ensuring the protection, health, and well-being of our employees, contractors and communities, and to operating a safe work environment to ensure that people return home safely to their families and friends.
- ▶ We aim to operate our business in an environmentally sustainable manner to meet legal compliances, and continuously strive to improve operation efficiency and to minimize our impacts on the natural environment.
- ▶ We honor our commitments to the Raglan Agreement and we maintain respectful and trusting relationships with our communities and neighbors.
- ▶ We aim to create value for our stakeholders by ensuring the long term viability of our business and by working in partnership with others.
- ▶ We strive to foster a culture of HSEC leadership across our business so that we can honor our commitments and achieve our goals in reference to HSEC by integrating risk management process and continuous improvement process (Plan-Do- Check-Act).



HEALTH AND SAFETY

- ▶ Encourage a safe environment for incident and hazardous conditions reporting.
- ▶ Identify and analyze task-associated risks.
- ▶ Validate on-field performance of critical controls.
- ▶ Regularly communicate our health and safety values.
- ▶ Recognition of preventative activities and safe behaviors.
- ▶ Implement the Glencore SafeNickel program.



ENVIRONMENT

- ▶ Identify, measure, and understand potential environmental impacts from operational activities (exploration sites, underground mines, a concentrator, a powerhouse, a 150-km road network, a port facility at Deception Bay, an airport installation at Donaldson, and an accommodation complex) and develop a mitigation action plan to minimize such impacts.
- ▶ Promote proactive engagement of stakeholders to identify and address environmental concerns.
- ▶ Protect the natural environment, biodiversity and landscape functions taking into account the complexity of the Arctic climate.
- ▶ Ensure progressive reclamation of our sites to preserve the natural environment for the present and future generations.



COMMUNITY RELATIONS

- ▶ Maintain fair and equitable relations with our employees, the Nunavimmiut, and the other stakeholders throughout the life cycle of our operations.
- ▶ Promote the sustainable economic development of the communities that are targeted by our operations by prioritizing contractors, supporting business creation efforts, and creating jobs for the Nunavimmiut.
- ▶ Demonstrate transparency when publishing and distributing information regarding our health and safety, our environmental performances as well as our social and community engagement.

At Raglan Mine, leadership and accountability coming from each employee are success factors strived to be met through continuous improvement.

Pierre Barrette, Vice President, Raglan Mine



RAGLAN MINE