



Employee Wellness and Safety Policy

Introduction:

BacTech Environmental, as a frontrunner in the bio-leaching technology industry, is fundamentally dedicated to the well-being, safety, and overall health of its employees. As a core component of our corporate values, our policy reflects our ambition to ensure a safe and secure working environment, thereby supporting the sustainable development of our operations.

Policy Statement:

1. Compliance with Safety Regulations: BacTech Environmental will adhere to all **applicable** local, national, and international laws and standards related to occupational health and safety **relevant to its industry and operations**. Our commitment goes beyond compliance, striving for continual improvement in our safety performance.
2. Health and Safety Training: We are dedicated to providing regular health and safety training sessions for all employees, equipping them with the knowledge and tools necessary to perform their roles safely and responsibly.
3. Provision of Personal Protective Equipment (PPE): We are committed to providing appropriate PPE to all employees who require it, as part of our ongoing commitment to maintaining a safe and healthy work environment.
4. Prevention of fatalities and serious injuries: Safety is paramount at BacTech. We integrate risk management into all activities, employing effective systems to identify, assess, and mitigate risks. We allocate resources to ensure a safe working environment for employees, partners, and visitors. Our goal is to prevent fatalities and serious injuries by proactively managing risks at all times.
5. Mental Health Support: BacTech Environmental recognizes the importance of mental well-being alongside physical safety. We will provide resources and support to help manage stress and promote a positive work-life balance.

Implementation and Accountability:

The responsibility of health and safety lies with every individual at BacTech Environmental. It is crucial for all employees to understand and comply with our safety practices and to be vigilant in identifying potential hazards. Our leadership team will actively oversee the implementation of



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this policy, integrating it into all aspects of our operations, and reviewing its effectiveness regularly.

Through the endorsement of this policy, BacTech Environmental affirms its dedication to fostering a safe and healthy work environment. We firmly believe that the well-being of our employees is pivotal to our success, sustainability, and the effective execution of our mission.

Document Control

Version	Approver	Approval date
No: 1.0	Board of Directors	May 30, 2023