

HEALTH AND SAFETY POLICY

RBR is determined to take all reasonably practicable measures to protect Health and Safety (H&S) and foster wellbeing of all its Employees in the performance of their work as well as safety of Third parties and others who might encounter RBGP, to their level of acceptance. RBR is committed to maintaining a safe and healthy workplace for every Employee by determining and managing risks in a sensible way.

Goal:

At RBR we have a goal to achieve zero accident and incident workplace. H&S is an integral part of our business activity and high standards of management of H&S must be treated with the same sense as other managerial objectives.

Management Commitments:

- Lead by example and actively promote H&S;
- Comply with all relevant local Legislation and standards of H&S as a minimum;
- Ensure adequate resources to achieve objectives of this policy;
- Establish and maintain a functional H&S management system;
- Manage its operating activities to continuously review H&S hazards and manage the risk;
- Establish measurable H&S objectives and targets to ensure continuous improvement focused at the prevention of work related injury and illness;
- Develop and implement effective H&S training programs. Provide to all employees necessary H&S training to ensure adequate level for safe work performance and risk management;
- Consult with employees on H&S of their work. Involve employees in decision-making impacting their workplace safety. Foster environment of open communication and inclusion;
- Provide Employees with appropriate equipment and facilities to conduct their duties in safe and healthy manner;
- Ensure this policy is reviewed and updated on regular basis.

Employees:

- At RBR every Employee is responsible to ensuring safety and health of his own as well as those around him who might be affected by his activities;
- Participate at all H&S related trainings and comply with training requirements at all times;
- Comply with this policy as well as RBR stipulated rules and procedures in terms of H&S;
- Report all accidents, incidents near-misses and safety concerns immediately;
- Have responsibility and authority to stop work and/or refuse to work, shall there be any justified doubts on safety and health or operational risk;
- Breach of Policy, RBR requirements or H&S related national laws may lead to disciplinary liability, administrative liability and/or civil liability.

Signed

Date: 2023-09-28

CEO

COO

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