



# Health and Safety Policy Statement

GEM-HSSE-0003

The Top Management of Gemini are committed to provide a safe and healthy work environment, with the commitment to prevent all workplace incidents, injuries and ill health. The top management of Gemini also believe that by working together we can achieve high standards of health & safety. The Gemini "Operating Principles" are integral to the culture of the organization:

Comply with the law, standards and procedures  
Intervene in unsafe or non-compliant situations  
Respect people, environment & equipment

In accordance with the "Operating Principles" Gemini's health and safety practices will be sustained and continuously reviewed and improved as new legislation and regulations are enacted, and as new and improved methods of working are developed. Gemini's goal is to actively develop and improve our safety processes to conform to world-class standards and to comply with and, wherever possible, exceed legislative and regulatory requirements and standards so as to be seen as leaders in our industry.

All employees, contractors and visitors are expected to accept responsibility for their own safety and to be an advocate for the safety of others. Each employee, contractor and visitor is expected to correct and are encouraged to report hazardous conditions or actions in the workplace.

The safety and health of our employees and 3rd parties is an integral part of all our processes and the first priority in all aspects of our business. Gemini top management accepts the responsibility to provide a safe workplace, along with providing a healthy environment to work in. Gemini top management also accepts the responsibility to implement and enforce policies directed toward the elimination of hazards or unsafe acts.

Gemini will provide a framework for setting and reviewing health and safety standards as part of the documented and maintained health and safety management system.

Gemini's employees, our contractors and visitors have a responsibility to comply with the established health & safety policies, regulations and procedures. All necessary training will be provided to ensure that Gemini have sufficient skilled and trained resources available to implement the policy. This policy will be communicated to all employees and interested parties and reviewed periodically to ensure it remains relevant and appropriate.

Revision  
1.6

Issue Date  
1.5.2023