



## ENVIRONMENTAL & SAFETY POLICY

### ENVIRONMENTAL POLICY

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#### *A. General Environmental Policy*

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Goldgroup Mining Inc. (“Goldgroup” or the “Company”) adheres to an environmental policy which recognizes that the protection of the natural environment during the course of our exploration, mining, processing and closure activities is an integral part of our business and a key corporate value. Our current environmental management practices comply with the international regulatory requirements which govern our business. However, we are committed to raising our own standards, and continuously improving our environmental sustainability strategies. To achieve this, Goldgroup is committed to:

- Observe and adhere to the applicable laws and regulations of the host country as the minimum standard.
- Take account of external codes and recognise that others may use these to gauge Goldgroup’s environmental management performance.
- Communicate meaningfully with governments, civic leaders and other stakeholders, to develop a mutual understanding of environmental management issues and performance.
- Ensure that environmental management plans are integrated with day-to-day activities, safe work practices and appropriate levels of community engagement.
- Select and develop employees, contractors including service providers and suppliers, with the appropriate competencies to deliver to the level required to meet our environmental standards.
- Provide sufficient resources to achieve the levels of environmental management protection required including capacity for continuous improvement.
- Establish accountabilities for environmental protection accompanied by measurable objectives, targets and performance indicators.
- Engage in partnerships that enhance the capabilities of Goldgroup’s environmental management performance.
- Report on our environmental management performance and progress regularly and appropriately to our shareholders and other stakeholders.

#### *B. Management Responsibility to the Environment*

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Goldgroup believes good environmental stewardship is critical to realising its corporate vision as a responsible mining company. As the Company operates through the involvement of its “people,” it is heavily reliant on individual and collective behaviour to implement the undertakings of this Environmental Policy. Accordingly, the Board of Directors and the Chief Executive Officer have a firm expectation that Goldgroup will resource and communicate the expectations of this policy to people working for, and on behalf of, the Company.



### ***C. Employees Responsibility to the Environment***

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Goldgroup requires all its employees and contractors to comply with and support the Company's Environment Policy and to ensure that they:

- Follow established operational procedures, guidelines and instructions.
- Report and respond to environmental incidents and hazards in a timely fashion.
- Abide by the applicable laws and regulations of the host country.
- Evaluate and respond to risks which could adversely impact people or the environment.
- Ask questions of their supervisor when unsure about environmental issues.

## **SAFETY POLICY**

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### ***Statement of Purpose***

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Ensuring the safety of people affected by our operations is Goldgroup's most fundamental responsibility. We emphasize effective safety leadership, a proactive approach to risk recognition and the kind of engagement with our staff which encourages good judgment and safe behavior. Safety is a value championed across the entire Goldgroup organization from our Board of Directors to the teams working on our job sites. Our goal is to instill in everyone an awareness of risk, and a sense of interconnectivity – that the decision-making of individuals always has consequences for others.

Management addresses how people perceive risk, and emphasizes the development of our employees' competency to identify, understand, and manage it. The program's emphasis is on training. We encourage our people to ask "what if" to ensure that risks are identified and we foster an environment where risk can be discussed openly. Within this framework, employees in all parts of the organization are encouraged to accept accountability for each other's safety every day.

We are committed to the ongoing review and improvement of our safety management strategies as we grow.

### ***A. Strategic Safety Leadership***

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Our management team establishes a culture of safety through education. The emphasis is on training and having safety as a core value.

### ***B. Awareness of Our Risks***

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Our management is proactive. Both dynamic as well as systematic, safety reporting is focused on current and leading indicators, not lagging indicators such as injuries. With this approach we can better anticipate and assess risks, and work to control them.



### *C. Focusing on our People*

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Our management addresses how people perceive risk, so that our protocols and monitoring processes can be more effectively aligned to our activities. We strive to improve the competency of our people to identify, understand and manage risk.

### *D. Emphasis on Balance*

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We encourage our people to ask questions such as “What if...?” to ensure that risks are identified and discussed, and we empower them to take individual responsibility and accept accountability for safety every day. Safety is an integral part of our business activities.

Reviewed by the Governance & Nominating Committee on December 5, 2016  
Reviewed by the Governance & Nominating Committee on December 3, 2015  
Reviewed by the Governance & Nominating Committee on November 12, 2014  
Reviewed by the Governance & Nominating Committee on November 14, 2013  
Reviewed by the Governance & Nominating Committee on November 8, 2012  
Reviewed by the Governance & Nominating Committee on May 28, 2011

Approved by the Board of Directors on December 6, 2016  
Approved by the Board of Directors on December 8, 2015  
Approved by the Board of Directors on November 12, 2014  
Approved by the Board of Directors on December 13, 2013  
Approved by the Board of Directors on December 19, 2012  
Approved by the Board of Directors on June 8, 2011