

GREEN RESOURCES AS  
OCCUPATIONAL HEALTH AND SAFETY POLICY  
REVISED OCTOBER 2024

**Preamble**

Green Resources recognizes that its developments and activities, typical to the forestry and wood processing industry, can have an impact on the Health and Safety of its employees, contractors and relevant stakeholders. The Company shall manage its operations in such a way as to minimize Occupational Health and Safety ('OHS') risks. The Company firmly believes that a high standard of Health and Safety contributes to improved productivity and increases shareholder value.

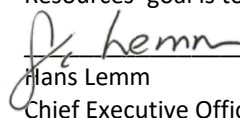
**Policy**

Green Resources shall comply with applicable laws and regulations covering the Health and Safety of its employees, contractors, and other stakeholders. Green Resources subscribes to ISO 45001:2018 standards and FSC™ (FSC C106074 & C160538 in Uganda, C015169 in Tanzania, and C107952 in Mozambique) Health and Safety related principles. The Company is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health for its employees, contractors and other stakeholders by adhering to the following:

- Provide employees, contractors and visitors with relevant information, operational controls and regular training on OHS requirements to enable them to conduct their activities safely;
- Have a risk-based process in place for the identification, classification, prioritization and control of hazards and risks;
- Implement a Plan-Do-Check-Act systematic approach to ensure continual improvement of OHS performance;
- Consult and collaborate with employees and/or their representatives and other stakeholders on OHS matters;
- Provide employees with safety equipment appropriate to the task and equipment used, as prescribed in company procedures;
- Ensure sufficient resources are available to meet the objectives of the occupational OHS Management system;
- Maintain records as objective evidence to show compliance with the OHS Management system
- Health and Safety committees shall be established with appropriate employee representation from across Company Operations;
- Ensure all employees and contractors are aware of their OHS obligations;
- Make it available to relevant interested parties; and
- The Policy will be reviewed on annual basis.

**Occupational Health and Safety all Day, Every Day.**

The management of Health and Safety is the responsibility of all people working for and with Green Resources. Green Resources' goal is to provide a safe and healthy work environment that is free from workplace injury or illness.

  
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Hans Lemm  
Chief Executive Officer