



SECURITY POLICY

Harcros Mines Ltd recognizes that security and respect for people and human rights is fundamental to safeguarding the integrity of company personnel and property. An effective security program is fundamental in the protection of our people, products, assets and reputation. As a business and good corporate citizen, Harcros Mines Ltd is committed to act in a manner consistent with the law of the country within which we are present, to be mindful of the highest applicable international standards, and to promote the observance of applicable international law enforcement principles. This policy outlines in brief the general principles and guidelines to which all HML security activities must adhere. Every person working with or doing business with HML is expected to conduct oneself in a manner that promotes sound security practices, safeguarding oneself, others and assets from loss.

Harcros Mines Ltd strives to:

- Operate best practice approaches employing a security management system that optimises the security strength/resources, implementing effective controls, and mitigating security risks, that meets the needs of the company and the community,
- Conduct all its operations within the confines of the laws of the land, and to treat all people with respect and dignity, and uphold their human rights
- Promote sound security is everyone's responsibility with HML Security officers taking the lead responsibility for enforcing this policy
- Be accountable at all levels for, implementing, maintaining and continuously improving and reviewing the security management system of the company
- Establish programs that protect employees, company assets and shareholders from loss from theft, fraud, and other inappropriate activity
- Ensure that all employees and contractors take responsibility for complying with all applicable security laws and regulations, and HML policies, rules and procedures as a condition of employment. .
- Conduct security risk assessments and audits for all HML work areas to identify, classify and manage security risks and incidences, and work out measures to prevent and mitigate the security incidences and ensure compliance on a continuous basis.

- Implement access control measures to ensure all persons accessing HML premises are duly authorised and appropriately inducted, not under the influence of any intoxicating/harmful substance, and do not in any way become a security risk to the company and the community it operates. Implement systems to enhance a quick response to security and emergency incidents focusing on prevention of incidents as a priority.
- Collaborate with public and private security agencies, using highly trained professionals, recognized global standards, and proven technologies that meet the company's needs.
- To maintain a high degree of professionalism, knowledge and integrity among security staff with appropriate recruiting, training, resources, and contracting procedures.

We will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of security risks. The content and implementation of this policy will be reviewed periodically and actions taken accordingly including the sharing of good practices throughout the organisation.