

Health and Safety

Health and safety — Policy

Policy statement

- o GLD Diamonds Ltd. considers its employees as the main asset of the organization and will therefore take reasonable measures needed in order to assure their health and safety to the utmost.
- o Subsequently GLD Diamonds Ltd. will take matters of health and safety into consideration in its decision-making process regarding any organizational change and will consult employees where matters of health and safety are at hand.
- o GLD Diamonds Ltd. is committed to full compliance with all local laws and regulations applicable in Israel where the health and safety of its employees is concerned.

Management and control

- o The management of GLD Diamonds Ltd. takes full responsibility for this policy and for its distribution and implementation throughout the organization.
- o Furthermore, the management of GLD Diamonds Ltd. assigns responsibility for the implementation and management of health and safety issues to the health and safety officer appointed internally.
- o The management will allocate the necessary financial and non-financial resources in order to ensure health and safety of its employees.

Implementation and continuous improvement

- The management of GLD Diamonds Ltd. is committed to the development, implementation (communicating to and educating employees) and continuous improvement of health and safety relevant procedures amongst which:
 - Use of diamond impregnated cobalt-free scaifes only
 - o First aid at calamities procedure
 - o Evacuation of premises procedure

- Safe work environment procedure o Use of drugs, alcohol and or illegal substances (ref. to Substance Abuse procedure)
- Furthermore, the management of GLD Diamonds Ltd. states that employees may leave work situations in which they may reasonably judge that there is serious and imminent danger to life or health, this without consulting management in advance and without consequences from management, until the danger has been removed.

Note: this policy is signed and filed in official GLD Diamonds Ltd. records after being communicated to all employees, and is part of a set of policies presented to new employees.

Haim Giladi

Substance Abuse procedure

Workers shall not be under the influence of or abusing, drugs, alcohol and/ or other illegal substances.

- 1) The Company is committed to providing a drug free environment. Not only can the use and/or abuse of drugs and alcohol jeopardize the health, safety and well-being of the individual user and other co-workers, but it also results in absenteeism and productivity concerns.
- 2) The possession, sale or use of illegal drugs is not consistent with the Company's needs to operate in a safe and efficient fashion. For that reason, no employee of the company may use or possess unlawful drugs, i.e., any substance found on the list of controlled substances issued by the Food and Drug Administration now or in the future, at any time.
- 3) Employees are also prohibited from bringing prescription drugs into the Company's premises, unless they have been prescribed by a licensed physician, such drugs can only be utilized by employees receiving such prescriptions in the manner, combination and quantity prescribed. In instances where any employee holds a position which the Company considers to be safety sensitive, we must be notified by the employee that the use of prescription drugs on the job will not impair the individual's working abilities by a suitable statement from the prescribing physician.
- 4) Employees are also prohibited from using alcoholic beverages during working hours or within six (6) hours prior to reporting for duty, and/or being under the influence of alcohol while at work or on Company time. Nor may any employee use or possess alcohol within the Company premises in any unauthorized manner, or bring alcohol into the Company's premises for the purpose of such use.
- 5) An employee whose conduct, appearance or behaviour may tend to suggest that the individual is impaired or otherwise not fit to perform the tasks of his or her job and is under the influence of drugs or alcohol, will be subject to appropriate disciplinary measures,

Record of accidents, injury, etc.

Place of accident

Date of accident

Employee concerned:

Name	Last name	I.D. Nr.	Gender	D.o.b.	Occu ation
			Female/male		

Description of accident (broken leg, cut, etc.)

Transferred to hospital yes ☐ no ☐ name hospital: _____

Treatment received:

Nr of days absent

Description of accident:

Cause of accident:

Conclusions and recommendations:

Form filled by:

Date filled:

Signature:

Record of absentee

Serial number	Name absentee	I.D. number	Reason of absence	Absence dates

Health and Safety officer appointment-notification

To: all GLD Diamonds Ltd. employees

Subject: appointment of Mr. Adi Giladi to Health and Safety officer

Dear Colleagues,

As of today, Mr. Adi Giladi has been appointed as our Health and Safety officer.

Main tasks will be using reasonable efforts to:

1. Executing company's policy on health and safety as described in document Policy - Health and Safety.
2. Instructing and guiding employees on health and safety related issues.
3. Assessing and minimizing of risks to health and safety of employees.
4. Eliminating any danger to health and safety of employees.
5. Continuous maintenance of first aid equipment kit(s) on premises.
6. Taking care of continuous maintenance of all fire fighting/preventing equipment on premises.

Adi Giladi

First aid equipment

1. During work at GLD Diamonds Ltd. site an employee might get unwell or get hurt in an accident.
2. GLD Diamonds Ltd. has appointed a health and safety manager who has seen to it that some people have been trained for giving first aid.
3. The first aid equipment kit should contain:

● 7.5x7.5 cm sterile gauze pads,	15 pieces.
● 1.5x100 cm plaster,	2 pieces.
● 2 cm sterile first-aid bandage,	15 pieces.
● 5 cm and 7 cm fixing bands,	10 pieces.
● 90x130 cm bandage	7 pieces.
● Pain-relief tablets,	15 pieces.
● Antiseptic solution,	50 cm ³
● Safety pin (various sizes),	7 pieces.
● Rubber vein blocker,	1 piece
● Scissors,	1 piece
4. The first aid kit is checked periodically (once a month) by the responsible employee who documents her/his findings on. In case of missing equipment, she/he is responsible for the refill.
5. In case of injury beyond the possibility of treatment by trained employee, an ambulance shall be called immediately.
6. After completion of treatment of injured employee form FR 005 should be filled out.

First aid equipment checklist

Date checklist performance:

location first aid kit: Office / factory

Serial nr.	Description	Nr. Of iececs	Actual nr.	Exp. date	Approval
1	7.5x7.5 cm sterile auze ads	15			
2	1.5x100 cm laster	2			
3	2 cm sterile first-aid banda e	15			
4	5 cm and 7 cm fixin bands	10			
5	90x130 cm banda e	7			
6	Pain-relief tablets	15			
7	Antise tic solution	50cc			
8	Safe in various sizes	7			
9	Rubber vein blocker	1			
10	Scissors	1			

Check performed by:_____

Signature:

Fire safety instructions

1. During work at GLD Diamonds Ltd. a fire may break out despite the protective measures that have been taken.
2. In order to alarm in case of fire, smoke detectors have been installed. In case of smoke these detectors beep very loud.
3. The detectors work on batteries whose functionality should be monthly controlled. The monthly check will be documented using form FR 010.
4. The functionality of the fire extinguishers must be checked on a monthly base and the date should be written on the dedicated label attached to the fire extinguisher. The monthly check will be documented using form FR 010.
6. All employees are required to be able to operate the fire extinguishers and should be trained at least once.
7. In case of fire the following steps should be taken (in this order):
 - * A designated person shuts down all electricity
 - * All employees evacuate premises within 60 seconds
 - * Fire department is alarmed at phone: 102
 - * With the dedicated fire extinguishers employees try to put out fire

Under no circumstances lives are to be put at danger!

Haim Giladi

Fire equipment checklist

	Check date	Check location	Smoke detector In/out of order	Fire extinguisher In/out of order	Checked by	signature	remarks
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							

Emergency premises evacuation procedure

1. During work at GLD Diamonds Ltd. site an emergency situation requiring immediate (60 seconds) evacuation might occur.
2. For evacuation the following exits were chosen: Main entrance
3. Aforementioned locations will be signed appropriately
4. Aforementioned locations lead through stairs to the street.
5. In case of need for immediate evacuation of premises the main entrance will be used.
8. Passages to emergency exits will be kept open and unblocked at all times.
9. All employees will be instructed with regard to the emergency plan exits closest to their working location.
10. An annual evacuation exercise will be done to simulate an emergency situation.

Haim Giladi