

GREEN RESOURCES AS
OCCUPATIONAL HEALTH AND SAFETY POLICY
REVISED MAY 2022

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 other stakeholders. The Company will manage its operations in such a way as to minimize Occupational Health and Safety risks. The Company firmly believes that a high standard of Health and Safety contributes to improved productivity and increases shareholder value.

The Company will achieve and uphold this policy by continuous measurement of accident and incident rates and by identifying risks and implementing mitigating measures. A program of continual improvement will be instituted in relation to risks identified. The Company will operate according to the following principles and monitor its performance in respect of these:

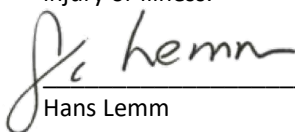
Policy

Green Resources will meet all laws and regulations covering Health and Safety of its employees and stakeholders. Green Resources subscribes to OSHAS 18001:2007 and ISO 45001 standards as well as FSC™ (FSC C106074 & C160538 in Uganda, C015169 in Tanzania, and C107952 in Mozambique) Health and Safety related principles

- Health and Safety guidelines will be accessible to all employed by or visiting the Company.
- Company Management and those employed by the company will be familiar with the contents of the Company's Health and Safety guidelines;
- The Company will assess the risks to its employees and contractors with regard to tasks and equipment, and take reasonable measures to reduce or eliminate such risks;
- Safety Training will be carried out, appropriate to the tasks, the equipment used and as prescribed by law;
- Employees will be provided with safety equipment appropriate to the tasks and equipment used, as prescribed in the Company procedures;
- The Company will take all reasonable measures to ensure the use of safety equipment by its employees and contractors as prescribed in Company procedures;
- The Company will record all work-related accidents of employees, contractors and visitors, the causes thereof and develop and implement actions to prevent similar accidents in future;
- Emergency preparedness and response procedures shall be prepared and available across all operations and offices;
- Health and Safety committees shall be established with appropriate employee representation from across Company Operations; and
- The company shall employ qualified and professional Safety Officers and Managers to ensure that an appropriate safety system and procedures are in place and that the Company adheres to the Occupational Health and Safety Policy.

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. The commitment to Health and Safety is driven by the Senior Management Team and cascades down to all levels of the Company. Green Resources' goal is to provide a safe and healthy work environment that is free from workplace injury or illness.

A handwritten signature in black ink, appearing to read "Hans Lemm", is written over a horizontal line.

Hans Lemm

Chief Executive Officer