



## Health and Wellness Policy

### **1.0 Introduction**

Geodrill is committed to ensuring the health and safety of our people, clients, stakeholders and the communities we live and work in.

### **2.0 Definition**

Health and Wellness means a state of health and wellbeing of employees including their mental and physical health. The state of Health and Wellbeing may result from dynamics within and/or outside the workplace. Such dynamics may include relationships between employees, use of tools and resources, larger business decisions that impact them and their work, and many other factors.

### **3.0 Scope of the policy**

This policy applies to employees and in special cases may extend to the host community and/or other individuals or agencies needing assistance. The Health and Wellness Policy is part of the larger HSEQ and Community Relations policies of Geodrill.

### **4.0 Aims of the Geodrill Health and Wellness Policy**

1. To treat occupational and work-related illnesses seriously by providing the best medical facility available, including where necessary medical treatment abroad.
2. The Company identifies health and wellbeing issues promotes preventive measures. This includes promoting a healthy balanced diet and the need for adequate sleep.
3. To provide treatment for employees with underlying health conditions such as, but not limited to, diabetes and hypertension.
4. To create a harmonious and peaceful workplace, an environment in which all employees are treated equally and fairly.
5. To continuously update Internal Policies to promote health and well-being

### **5.0 Mode of Implementation of Wellness program**

One or more of the following wellness strategies across all sites are to be observed.

- a) Mandatory pre-employment medical check-up for all new employees. If an illness or disorder is noted that does not disqualify the candidate's employment prospects, the Company may arrange a medical or wellness treatment plan upon assuming duty;
- b) Geodrill provides medical care for its employees and their family subject to stated annual expenditure ceiling for each employee;
- c) The Company promotes health and fitness by providing, where possible, sports facilities such as football, basketball, tennis, squash and swimming. Both the Anwiankwanta and Bouake Operations bases are equipped with gyms for workers to keep fit;
- d) Managers are encouraged to implement flexible work and vacation plans to afford the employee enough rest;

- e) The Company is to arrange routine health education and promotion campaigns using health professionals from hospitals/clinics nearer to the drilling sites;
- f) As part of the policy, Geodrill may from time to time provide assistance to host communities by providing water systems, hygiene facilities or the development of sports facilities to benefit the wider communities and promote their wellbeing;
- g) On Compassionate grounds, and in line with the policy, Geodrill may also provide support for individuals who are non-workers, but who may need assistance for a special medical care at home or abroad;
- h) Geodrill actively seeks to partner with Client companies to team up and provide support to host communities. This could take the form of provision of clean drinking water, supply of medicines and/or facilities to community clinics, or through sports and education initiatives; and,
- i) In the wider community, Geodrill has long standing relationships with many reputable charities and non-profit organizations including [Children's Heart Foundation](#), [Orthopaedic Training Centre](#) and [Pearl Safe Haven](#), all are in Ghana.