



# ROYAL NICKEL CORPORATION

<b>Title:</b>	Health and Safety Policy		
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<b>Approved by:</b>	HS&E Committee	<b>Date approved:</b>	May 10, 2012
<b>Policy number:</b>	HSE 2.0	<b>Replaces policy number:</b>	N/A

Royal Nickel Corporation (“the Company” or “RNC”) is committed to business practices where productivity and accident prevention go hand in hand, and activities are carried out in a manner that ensures the health, safety and physical integrity of staff, contractors, and citizens in communities near the Company’s operations. The Board of Directors has therefore adopted the following Health and Safety Policy.

## 1 PURPOSE

To provide a framework for measuring the safety performance of the Company’s activities and ensuring the Company and its staff comply with all applicable occupational health and safety laws, regulations and commitments. The Health and Safety Policy (“the Policy”) provides RNC management with the means to achieve these objectives, and the prevention program is one of the instruments by which the Company can carry them out.

## 2 OBJECTIVE

The objective of the Policy is to instill and promote a positive and proactive attitude towards health and safety at all levels, among employees, contractors, and citizens in communities near the Company’s operations.

### Royal Nickel Corporation will therefore:

- Conduct all operations in a manner that ensures the health, safety and physical integrity of persons by complying with or exceeding all applicable standards and regulations;
- Implement, even in the absence of applicable regulations, exemplary management practices to protect the health, safety and physical integrity of staff, contractors and citizens, and develop internal health and safety management standards;
- Measure and improve performance in health and safety matters by establishing, reviewing and updating objectives and ensuring that management, employees and contractors collaborate directly;
- Assign accountability for the implementation of the Policy, making health and safety performance an important factor in the management review process;
- Identify, assess and communicate any workplace hazards, and develop and implement action plans with the aim of eliminating or mitigating the risks involved;
- Develop and implement a support plan for the Policy, particularly by assigning roles and responsibilities, holding health and safety meetings, maintaining and updating a prevention plan, and conducting safety inspections;
- Provide adequate training, financial resources, materials and personnel to implement, maintain and review the Policy;



- Communicate openly with staff, contractors, citizens and regulatory agencies on health and safety issues, and address concerns pertaining to potential hazards regarding health, safety and physical integrity;
- Maintain up-to-date emergency response plans for all activities and facilities;
- Define ways to review, monitor or improve the effectiveness of the Policy;
- Encourage all staff to report to management any known or suspected departures from this policy or related procedures.

The Board of Directors and the President & CEO, as well as all staff of the Company, share in the responsibility for meeting this commitment in all of the jurisdictions and environments in which the Company operates.

This Health and Safety Policy was reviewed and approved by the Health, Safety and Environment Committee on May 10, 2012.