**Invictus Resource Ltd  
Safety Quality and Environmental Management System Introduction and Overview**

Invictus Resource Ltd has a safety, quality and environmental management system in place to ensure that it provides a high quality and safe service to its customers at all times. The management system has been developed as the company has grown and will continue to change as circumstances change although its goal remains the same delivery of a service that our customers want and demand and the protection of our employees, the environment and anyone affected by our activities.

The safety, quality and environmental management system comprises:

* INVR/01/01 – Company Profile & Scope
* INVR/01/02 – Introduction and Overview
* INVR/01/03 – Drugs & Alcohol Policy
* INVR/01/04 – Environmental Policy
* INVR/01/05 – Equal Opportunity Policy
* INVR/01/06 – Health & Safety Policy
* INVR/01/07 – Hours of Work Policy
* INVR/01/08 – Quality Policy
* INVR/01/09 – Work Safe Policy
* INVR/01/10 – Bribery Act Policy
* INVR/01/11 – Sustainability Policy
* INVR/01/14 – Social and Ethical Integrity Policy
* INVR/01/15 – Slavery Policy
* Organisation Structure
* The Summary of key responsibilities
* The Company procedures
* Associated Forms

The purpose of the manual is to provide information and guidance for Invictus Resource Ltd personnel on what needs to be done to comply with the requirements of the company’s safety, quality and environmental management system.

The safety, quality, environment and discipline specific policy’s outline the company’s commitment and overall approach to safety, quality and environmental management.

The Procedures cover the main activities and services provided by Invictus Resource Ltd. Each procedure consists of:

Ø A definition of the policy of the procedure

Ø Description of the purpose of the procedure

Ø Documents relating to the procedure  
Ø Responsibilities and Scope

Ø Method

The Safety, Quality and Environmental Manual apply to all aspects of Invictus Resource Ltd activities.

*CWilliams*

**Christopher Williams Date: 20/05/2023**

**Managing Director Next review Date: 20/05/2024**