



Site Induction Manual

Vista Gold Australia Pty Ltd
Mt Todd Gold Mine

Updated August 2012





About this document

This manual has been prepared by Vista Gold Australia Pty Ltd for the Mt Todd Gold Mine project. The mine site relates to land covered by Mine Leases 1070, 1071 and 1127. The site is located via Edith Falls Road, approximately 50km northwest of Katherine.

This document may not be amended without permission of the Mt Todd Site Manager.

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Section 1: Policies

1.1 Health and Safety Policy

Vista Gold Corp. believes that effective health and safety policy and practice is based on careful work planning, education, diligent implementation, thoughtful assessment of performance and a desire to continuously improve over time.

We recognise that successful implementation of our health and safety policies and plan requires a commitment from top to bottom of the organization. We are committed to meeting the needs of current and future employees, our contractors and the public at large.

Recognising this, it is Vista Gold Corp.'s policy to:

- Instill in all employees a belief that safety and accident prevention is paramount and that taking unnecessary risks, participating in unsafe practices/shortcuts will not be tolerated and may result in appropriate disciplinary action.
- Provide all employees with a safe and healthy working environment. In addition, provide the appropriate level of training and supervision to ensure that assigned tasks may be undertaken by all employees safely and without danger of injury to themselves or co-workers.
- Provide all employees with the necessary Personal Protective Equipment (PPE) and clothing to protect them from injury at the work place.
- Ensure all equipment is maintained according to operating specifications at all times and that operating equipment not meeting those standards is "locked out".
- Develop site specific Employee Handbooks that clearly describe health and safety rules and policies (including a Drug & Alcohol Policy) and "Standard Operating Procedures".
- Promote Industrial Hygiene.
- Establish safety committee(s) on the corporate and individual site level(s) that promote employee health and safety education, involvement and development activities.
- Plan for and implement Emergency Preparedness. Vista is committed to providing the appropriate equipment, training and response teams at their operations.
- Implement Appropriate Channels for Hazard Communication – This will include:
 - 1) notify workers and community(s) of their "Right to Know",
 - 2) maintain and make available as appropriate copies of Material Safety Data Sheets (MSDS's), and
 - 3) maintain records indicating the location(s) and quantity(s) of material stored.
- Investigate all accidents, determine causes, report the findings and incorporate the "Management of Change" which allows Vista, employees and contractors to learn from their (and others) success, mistakes and experience.
- Require Management Engagement. Maintain an "Open Door Policy" that encourages employees and contractors to communicate safety concerns and suggestions for improvement. In addition, recognise, report and mitigate practices that are unsafe, and allow for the right to appeal higher up the chain of command without fear of retaliation.
- Ensure that visitors to site(s) and Contractors are made aware of and agree to comply with Vista's Health and Safety Policy.
- Promote Property Security/Safety. Maintain an inventory of public and employee hazards and take appropriate measures to warn of and/or exclude access to the hazardous condition.



- Conduct and assess employee and management's successes/failures on a regular (at least annual) basis. Acknowledge/reward good experience and document and allow for additional training and education where results are less than satisfactory.

1.2 Environmental Policy

Vista Gold Corp. believes that effective environmental stewardship is based on careful work planning, education, diligent implementation, thoughtful assessment of performance and a desire to continuously improve over time.

We recognise that successful implementation of our plans results in some disturbance to the natural environment. However, we believe that we can contribute to the sustainable development of our host communities. We are committed to meeting the needs of current members of that community without jeopardizing the ability of future generations to meet their needs.

Recognising this, it is Vista Gold Corp.'s policy to:

- Regularly communicate our policy to those who work at and with Vista, their families, and the communities in which we operate.
- Establish, document and maintain an environmental management system and clearly defined environmental requirements.
- Apply proven management practices to prevent pollution and other environmental impacts when practical, or to mitigate our impacts.
- Develop, design and operate facilities that are based upon the efficient use of energy, resources and materials.
- Plan for the entire life cycle of our activities and ensure that environmental mitigation, closure and reclamation planning are integrated into mine feasibility planning and make adequate resources available to deal with environmental impacts and closure of all phases of the project.
- Set and review environmental objectives and targets aimed at continual improvement.
- Educate our employees, their families, contractors, regulators and our neighbouring communities about our environmental systems and practices.
- Conduct periodic reviews of each operation to monitor environmental performance and to guide its environmental management program.
- Insist and document that those who provide services or products are aware of and adhere to our environmental policy and practices.
- Comply with relevant environmental laws and regulations and with other relevant environmental obligations where none may exist.
- Ensure that our leadership, employees and contractors understand, support and maintain our environmental management system.
- Work with governmental and community/civic leaders, environmental groups, and other impacted or concerned parties to identify risks and develop a mutual understanding of environmental issues.
- Provide managers and supervisors the authority and resources necessary to implement our environmental management system and associated environmental standards and practices.

1.3 Corporate Social Responsibility Policy

Vista Gold Corp. believes that an effective and successful social responsibility policy is based on careful work planning, education, diligent implementation, thoughtful assessment of performance and a desire to continuously improve over time.

We recognise that successful implementation of our social responsibility policy requires a commitment from top to bottom of the organisation. We are committed to making a positive difference in the



communities in which we live and work. We embrace the principles of sustainable development, which the UN-sponsored Brundtland Commission defined as development that meets present needs without compromising the ability of future generations to meet their own needs.

Recognising that we have projects in diverse parts of the world with distinct values and cultures, it is Vista Gold Corp.'s Social Responsibility Policy to:

- Respect local, and where applicable, indigenous cultural values, traditions and beliefs in the development of our projects.
- Observe the fundamental tenets of human rights, safety and non-discrimination in the workplace.
- Place appropriate value on local knowledge and the needs of the host communities in our hiring, training, and supply chain contracting practices.
- Fairly compensate our employees, provide meaningful performance feedback and offer professional development opportunities.
- Apply ethical, transparent and accountable business practices that promote trust, honesty, and integrity. Conduct our business in accordance with all applicable laws, rules and regulations.
- Encourage open and constructive dialogue with local communities and other stakeholders in the development of exploration and development plans. We accept the responsibility to listen carefully and provide information that is accurate, appropriate and timely.
- Work with neighbouring communities to promote initiatives designed to improve people's lives by supporting local programs that focus on health, education, agricultural assistance and business development.
- Conduct exploration and development activities in a safe and environmentally sound manner that minimises and appropriately mitigates impacts to biodiversity, local water and other surrounding natural/cultural resources.
- Implement best management practices in the design and execution of project development. Effectively communicate the appropriate standards and expect all employees and contractors to perform in accordance with applicable health, safety and environmental policies.
- Give priority to building partnerships in endeavours that enhance local capacity and support organisations that promote additional economic development.

1.4 Community Relations Policy

Vista Gold Australia Pty Ltd ("Vista") maintains an open door policy. We welcome interaction with the community on the social and intellectual level. Vista is a corporate citizen of the Katherine and Pine Creek communities and the Northern Territory.

We seek to support community activities that provide benefits to the community at large.

The official representatives for Vista are the Project Manager and the Director of Public Relations. Any official declarations will be made by one of these two individuals. No other employee, consultant or contractor is authorised to speak on behalf of Vista. Any request for public comment should be directed to the appropriate representative of the company.

Our actions, good or bad, reflect on ourselves, our co-workers, the company and the community. We have a responsibility to conduct ourselves as representatives of the company at all times. All employees, consultants and contractors are expected to obey the laws which govern society in general and those which apply specifically to our industry.

Vista encourages its employees to be involved in community activities and community service. Company materials and resources are not to be used for such activities without prior approval from the company.



We have an obligation to communicate efficiently with the community. The company will seek opportunities to engage in constructive public dialogue on the corporate level and encourages its employees to do the same on a personal level.

1.5 Quality Policy

Vista Gold Australia Pty Ltd ("Vista") encourages its employees and contractors to perform their work to the highest level of workmanship possible. Sub-standard performance in job execution results in lost time and additional expense in the future and may unnecessarily create safety or environmental risks. Materials provided by suppliers are expected to equal or exceed the minimum specifications provided at the time of purchase.

We control the quality of our work. It is the responsibility of each employee to seek continual improvement in his/her abilities. It is our duty to know our limitations and to seek outside expertise when we are not qualified to perform a critical task. Vista supports job skill enhancement and seeks to provide opportunities for its workforce to gain new skills.

Waste and misuse of materials is not tolerated. Vista encourages the efficient use of materials and where appropriate, the re-use of components. Recycling is an acceptable end use for many materials and is practiced to the extent possible.

Vista Gold Corp. has a code of ethics that can be obtained from its website (www.vistagold.com) or from a Vista representative at Mt Todd. It is expected that all employees, consultants, contractors and suppliers will practice the principles of the code.

At the end of the day we will not be judged by what we said, but rather by what we did and the manner in which we did it. Our goal is to do the job right the first time, to minimise the cost associated with the waste of time and materials and to demonstrate the highest degree of craftsmanship and professionalism in completing the job. The quality of our work is our signature and it will be displayed publicly for all to see.



Section 2: Induction Manual

2.1 Introduction

Vista Gold Australia Pty Ltd (“Vista”) is committed to the safety of its workers and those who visit the Mt Todd Mine Site (“Mt Todd”). Safety is the responsibility of everyone. Employees and visitors are expected to know, understand and comply with the safety regulations established for Mt Todd.

Employees have the right to refuse to complete any assigned task if they believe that by undertaking the task they will place themselves or others in danger. Vista will work with the employees to resolve safety issues in a prompt and timely manner.

This Site Specific Induction will provide employees and visitors with the basic instruction for work at Mt Todd. It also provides basic information regarding Vista’s safety and environmental policies.

2.2 Safety and Environment Values

The protection of the health and safety of our employees and visitors to Mt Todd is our first priority. The protection of the environment and the wise use of natural resources is second only to our commitment to the protection of personal health and safety.

As a consequence of these values, Vista insists:

- All incidents are preventable;
- Compliance with the safety rules and other regulations established in this induction manual must be part of our daily work habits and culture;
- Non-compliance to the safety rules will not be tolerated;
- Any serious breach in safety rules, procedures or practices will result in disciplinary action or the revocation of site visit privileges; and
- Each employee and visitor is responsible for their own safety and the safety of those in their vicinity.

Overhead dangers exist on the Mt Todd Mine Site. Hard hats must be worn at all times near buildings or when operating machinery.

2.3 Policies and Safe Systems of Work

Activities at Mt Todd are guided by a number of policies, procedures and plans, including:

- Safety and Health Policy;
- Environmental Policy;
- Corporate Social Responsibility Policy
- Community Relations Policy; and
- Quality Policy.

In addition to these policies, the activities at Mt Todd are guided by the conditions and commitments contained in the waste discharge license WDL 178-1 and its Mine Management Plan.



2.4 Basic Safety Rules

Activities at Mt Todd include certain inherent risks that have the potential to result in serious incidents. The following basic rules have been established to eliminate or minimise these risks. These rules apply to employees and visitors.

- Hard hats, safety glasses, steel-toed boots and all other personal protective equipment are to be worn as directed. All visitors to site must wear long trousers and long sleeved collared shirts.
- Any incident or injury (regardless of severity) must be reported immediately to your supervisor and/or to the Site Manager.
- All persons on site must comply with the Vista OH&S Policy including the requirement to be fit for duty.
- Seat belts are to be maintained in good working order and are to be worn by all occupants, at all times when travelling in vehicles or equipment normally equipped with seat belts.
- No person may operate any vehicle or mobile equipment unless trained and certified to do so e.g. Forklift, Chainsaw
- No person may complete a task unless properly trained and certified to do so.
- Prior to initiating any new task a Job Safety and Environment Analysis (JSEA) must be performed.
- Practice proper lifting techniques in all manual handling applications.
- No person may work on any equipment (motorised, electrical or other) until it has been properly and adequately isolated or disabled (in the form of a tag or lockout).
- Good housekeeping is to be practiced at all times.
- Garbage, refuse and scrap materials are to be cleaned from the work-site on a regular basis.
- Tools are to be cleaned returned to the appropriate storage area after each use.
- Broken tools are to be repaired or replaced immediately.
- No person will work under suspended loads.
- Three-point contact is to be maintained when using stairways, ladders or in any other location where there is a risk of slipping or falling.
- Fall arrest equipment (full body harness) shall be used if there is a risk of falling from any level.
- No person is to work or approach with 2m of an unprotected edge without fall arrest equipment.
- Material Safety Data Sheets ("MSDS", located in Site Managers office) are to be maintained for all substances used and stored on site. It is the responsibility of the user to read and/or review the MSDS prior to use of any potentially hazardous material.
- Unless specifically authorised, visitors are to be accompanied by an employee at all times during their visit to Mt Todd.
- No unauthorised entry to a drilling site. All persons must complete a Drilling Safety Induction to enter a drilling site.

2.5 Duty of Care

The mining industry is governed by a range of legislative requirements to which Vista, its employees and visitors are obligated to comply. In order to provide and maintain a safe, healthy and environmentally sound workplace, Vista and its employees have legal obligations – this is Duty of Care.



As an employee you have a duty to ensure your own health and safety at work. This means you are required to avoid adversely affecting the safety and health of yourself and/or any other person through any ACT or OMISSION. Furthermore, you are required to avoid adversely affecting the environment through any ACT or OMISSION.

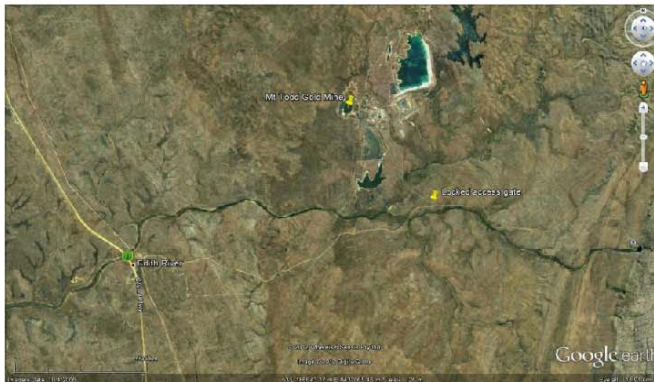
The term "ACT" means doing something that puts you or any other person at risk of injury or harm. The term "OMISSION" means that by not doing something you put yourself or other people at risk of injury or harm.

As an employee, your specific duty of care means:

- Following the employers instructions,
- Appropriately using personal protective equipment,
- Do not misuse or deliberately damage any safety equipment,
- Report all hazards that you cannot rectify yourself,
- Report all incidents, including any harm or injury to yourself, to equipment in your control, other property or the environment – regardless of the severity of the injury or magnitude of the damage.
- Cooperate with your employer.
- Ensure that your activities do not have a negative effect on environmental control measures on the site.

2.6 Project Overview

Mt Todd Mine is located in the Edith River basin about 42 km north-west of Katherine and 10 km east of the Stuart Highway. A map of the mine site and area layout is available in the project office. The mine is located to the north of the Edith River and is also drained by ephemeral streams Stow Creek, Batman Creek and Horseshoe Creek.

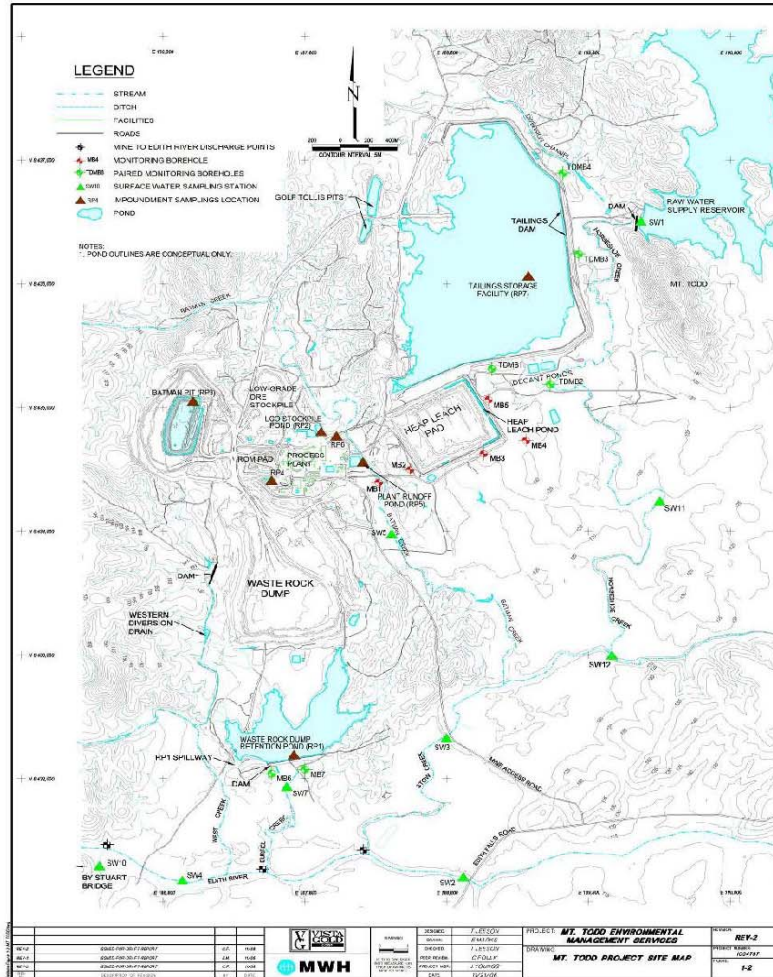


Key mine features are:

- Tailings storage facility (TSF), which includes the tailings dam (RP7) and the decant ponds;
- Waste rock dump (WRD);
- Heap leach pad (HLP) and surrounding moat;
- Open cut (Batman) pit and pit lake (RP3);
- Plant area (not including stockpiles);
- Low-grade ore (LGO) stockpile;



- Retention ponds (RP1, RP2, RP5, decant ponds);
- Scats (mill reject) dumps in the TSF catchment and on the Waste Rock Dump;
- Raw water dam (RWD).



The site was operated by Pegasus Gold Australia Pty Ltd between 1993 and 1997. The project closed in 1997 as a result of technical difficulties and low gold prices.

From February 1999 Mt Todd was operated by a joint venture comprised of Multiplex Resources Pty Ltd and General Gold Resources Ltd. The site name was changed from “Mt Todd Mine” to “Yimuyin Manjerri” (Morning Star in Jawoyn Language) on the 30th of April 1999. In July 2000 the operations at the mine were suspended. Pegasus, through the Deed Administrators, regained possession of some of the mine assets to recoup the balance of the purchase price owed to it. Most of the remaining equipment was sold in 2001 and removed from the mine.



The Northern Territory Government was responsible for “care and maintenance” of the site from August 2000 through December 2006. This responsibility was fulfilled by the Department of Business, Industry and Resource Development (DBIRD) until July 2005, when DBIRD was abolished and replaced by the Department of Primary Industries, Fisheries and Mines (DPIFM). DPIFM managed the site from July 2005 through the end of December 2006.

Vista signed an agreement with the Northern Territory of Australia on March 1, 2006 for the acquisition of Mt Todd. On January 1, 2007 Vista assumed responsibility for site management.

2.7 Hours of Work

Normal work hours at Mt Todd are 8:00 a.m. to 4:30 p.m. Monday through Friday. Seasonal conditions or special projects may require work to be scheduled at other hours.

2.8. Radio Communications

Two-way radios will be provided on an as-needed basis. They are to assist in the efficient operation of the site and more importantly they are means of communication during an emergency.

Communications should be short, clear and concise. The use of foul language will not be tolerated. All two-way communication is via UHF Channel 9.



2.9 Mobile/Satellite Phones

Vista has a Satellite Phone on site for use when remote travel is required. This phone is for emergency communications. Contractors working in remote areas will provide their own Satellite Communication Systems. At present, the mine site does not have complete mobile phone coverage. However, there are areas where mobile reception can be accessed. Mobile phones are not to be used while driving unless a hands free apparatus is used.

2.10 Incident Prevention

Every incident is preventable. Proper planning, organisation and execution of every task can ensure that Vista's safety goals and objectives are met on a daily basis. It is essential that every worker assume the responsibility for the safety of persons and equipment in his/her work area. It is imperative that the proper time is dedicated to task planning, hazard recognition and risk assessment. No task should be started until the identified hazards have been mitigated. Remember, Take Time for Safety!



2.11 Hazard Recognition and Risk Assessment

For the purpose of this induction document, a hazard is defined as "a condition or situation that exists within the working environment which could result in physical harm or injury and/or damage to property or the environment". Risk is defined as "the probability of any injury, harm or loss occurring from a hazard".

Hazards may be classified as visible hazards, hidden hazards, and developing hazards. Developing hazards can be detected through vigilance during the completion of the task. Hidden hazards present a special challenge and may require specialised instruments or detection methods depending on the hazard. It is important to evaluate each task for potential hazards in each classification.

Risk can be classified in terms of probability (rare, unlikely, possible, likely, and almost certain) and in terms of consequence (insignificant, minor, moderate, major, and catastrophic).

$$\text{Consequence} \times \text{Probability (likelihood)} = \text{Risk}$$

Hazards with risks classified as possible, likely or almost certain and/or having consequences determined to be moderate, major or catastrophic must be mitigated before attempting to complete the task.

Vista uses the Job Safety and Environment Analysis ("JSEA") program to identify, rank and mitigate hazards in the workplace. The program consists of five steps, detailed as follows:

- List the components of the assigned task;
- List the hazards associated with each component of the task (considering visible, developing and hidden hazards);
- Determine the level of risk presented by each hazard;
- Prepare a hazard mitigation plan;
- Implement the hazard mitigation plan prior to beginning the assigned task.

In addition to completing a JSEA prior to starting a new task, employees should be constantly aware of changing conditions and report conditions that may lead to future problems.

2.12 Safe Work Procedures

Experience in the workplace dictates that certain procedures are inherently safer than others. The employee and his supervisor have a shared responsibility to ensure that every employee is properly trained to perform the assigned tasks. Training may include pre-shift safety meetings, on the job training or specialised off-site instruction.

The following basic safe work procedures will be implemented and used by all Vista employees:

- All vehicles will be inspected on a regular basis to ensure proper function;
- All mobile equipment will be inspected at the start of each shift to ensure that the equipment is in safe operating condition;
- All work sites will be inspected at the start of the shift to ensure that the work area is safe; and any unsafe conditions are to be barricaded, tagged off and reported to your Supervisor immediately.
- Good housekeeping will be practiced at all work sites and garbage/refuse will be removed from outdoor sites at the end of each shift.
- A JSEA will be completed prior to the commencement of any new task.
- All tools/equipment will be inspected to ensure that it is in good condition and proper working order. Faulty tools/equipment will be repaired or replaced prior to use.



- Only persons previously trained and certified to perform a specific task can be assigned a task unless the non-certified worker is under the direct and constant supervision of a trained worker.
- Proper personal protective equipment will be supplied and used for each task.
- 'Watch your Mate' – If working in a group, look after each other.
- No person should attempt a task if they have doubts of their ability to perform it safely



2.13 Permit to Work Systems

Certain tasks require controls and/or permission in order to complete the task safely. Vista uses the lock-out and tag-out system of controlling access to or use of certain equipment.

Electrical circuits will be de-energised prior to starting repairs on any equipment by a qualified electrician. The affected circuit will be locked-out with a keyed padlock. Each lock will be accompanied by a tag identifying the employee responsible for placing and removing the lock. Only that person may remove the lock. Prior to energising the circuit, a visual inspection will be completed to ensure that all other workers have completed their assigned repairs and are clear.



Safety tags are to be removed only by authorised personnel.

Mechanical equipment will be tagged out of service until the appropriate repairs are completed. Once a repair is completed, the mechanic will return the tag with the certification that the equipment is ready for operation.

If a piece of equipment is locked-out or tagged out, it is to be operated under no circumstances without first contacting the person who originally placed the lock or tag. Danger tags can only be removed by the person that has placed the tag or under special circumstances by the Mine Manager.

2.14 Incident Reporting

Incidents are to be reported immediately. After proper assistance has been rendered to injured workers and/or the environmental damage has been controlled, a detailed report will be prepared and an investigation conducted.

Incidents or near misses are to be reported immediately – no matter how minor. By reporting incidents, workplace safety can be improved by:

- Making everyone aware of the problem;
- Allowing an investigation of the problem to occur;
- Initiating immediate corrective action;
- Improving work procedures for the specific task and;
- Implementing preventative actions to address Root cause to prevent recurrence



2.15 Safety Communication

Communication is an important part of any successful operation. Vista uses the following means of communicating safety matters to its employees:

- Weekly safety meetings.
- Weekly reports.
- Daily pre-shift meetings.

2.16 Emergency Response Procedures

An emergency is any unusual situation which endangers life and property is an emergency. Emergencies that might be encountered on site include:

- Fire involving buildings, fixed plant, vehicles, heavy equipment, chemicals, and/or vegetation;
- Explosion involving gasoline or diesel fuel, gases, chemicals and/or explosives;
- Spills of dangerous materials involving gases, flammables, poisons or chemical reagents;
- Collisions/Rollovers involving vehicles or other mobile equipment;
- Collapse of surface structures or rock slides;
- Contact with an energised power circuit; and
- Medical emergency involving personnel working on or visiting the site.

In the event of an emergency, the following procedures must be followed:

- Warn all of the people in the danger area and evacuate as required.
- Assess the situation.
- Contact Vista Gold Personnel on the radio using UHF Channel 9
EMERGENCY, EMERGENCY, EMERGENCY.
- Give Emergency Response Personnel the following details:
 - Your name and location;
 - A brief description of the emergency and its location;
 - Number and if possible the severity of injuries.
- Maintain radio contact until instructed otherwise.
- If safe to do so, attempt to control or contain the emergency.
- Assist the emergency response personnel if instructed to do so.

In the event of contact with an energised power circuit (including contact by a crane or drill rig with an overhead power line) the following procedures are to be implemented.

- The operator is to remain in the cab until he is notified by Site Emergency that power has been isolated and that it is safe to leave the vehicle.
- Contact Emergency Response Personnel on the radio, and warn others not to approach the vehicle.
- Emergency Response Personnel will arrange for a qualified electrician to examine and ensure that the line is no longer energised.

In an extreme case where the site needs to be evacuated, Emergency Response Personnel will issue the instructions on the radio. Personnel are to gather at the closest and/or safest designated Muster Point for further instructions.



In the event of chemical or hydrocarbon spill, the following actions shall be taken:

- Stay upwind
- Identify the source of the spill.
- Isolate the source of the spill if safe and possible to do so (i.e. turn off the tap or valve)
- Prevent the spill from migrating through the use of absorbent booms, pads or an earthen bund.
- In the event of a large spill (>20L) notify Site Manager as soon as situation is under control.
- Clean up spill through use of absorbent pads, bentonite or diatomaceous earth
- Remove contaminated earth under direction of Site Manager
- Complete Incident Report.

Emergency phone numbers for the Mt Todd Mine are as follows:

Major Emergencies.....	000
Katherine Hospital.....	8973 9211
Ambulance.....	8973 8555
NT Fire and Rescue.....	8972 0133
Katherine Police.....	8972 0111
Poison Information Centre.....	13 11 26
Pollutions Hotline.....	1800 064 567

2.17 First Aid

The project maintains stocked first aid facilities at the Main office and at the Geology office and trained first aid personnel on site. In the event of an accident with injuries, notify either office immediately.



If you are trained in first aid procedures and the injured can be assisted without placing yourself in danger, you will be expected to provide first aid. If the injured cannot be assisted without placing yourself in danger, the nature of the danger must be communicated to the project office in order to coordinate the appropriate response. If you are not first aid trained remain at the scene of the accident and be prepared to assist the first aid team when they arrive.

2.18 Fitness for Work

Experience in the mining industry demonstrates that the most productive employees are those who are fit for work. Work fitness includes chemical, physical and mental aspects.

Vista has a zero tolerance policy for drug and alcohol use on the job site. Employees found to be using drugs or alcohol during their normal work shift will be dismissed immediately. Employees who present themselves for their normal work shift under the influence of drugs or alcohol will be sent home and may be subject to further disciplinary action. The company reserves the right to conduct drug and alcohol testing as it deems necessary. The use of prescription drugs should be reported to the shift supervisor.

Physical fitness is an important prerequisite for many jobs. Proper exercise, diet and general wellness are important aspects that are the responsibility of each employee. Certain jobs may require that the candidate pass a physical fitness test as part of the pre-employment screening. The company reserves the right to conduct pre-employment physical testing.

A common preventable injury is back injury. It is important that those involved in tasks that require heavy lifting understand and practice proper lifting techniques. It is also important to understand one's limits and know when assistance or mechanical lifting equipment is required.

Fatigue and stress are two factors that can affect one's mental ability. Momentary distractions are the cause of a significant number of incidents. It is important that each worker learn to recognise the signs of physical and mental fatigue and stress in their personal lives. Professional help is available for those who suffer from these types of conditions. Remember, when you are at work – be at work 100%.

2.19 Personal Protective Equipment

All personal protective equipment ("PPE") must be maintained and kept in good working order. The condition of your PPE is your responsibility. Worn or damaged PPE will be replaced. The worn or damaged equipment must be presented for exchange.

Vista requires that steel-toed boots, safety glasses, long pants and a shirt with collar and sleeves and high visibility vest or a high visibility shirt with collar and sleeves be worn at all times. Some tasks may require additional PPE such as (but not limited to): hard hats, hearing protection, safety goggles or face shield, gloves, respirator, chemical suit, welding goggles, etc. It is the responsibility of the worker to ensure that he has the PPE required for the job.

All contractors will be required to supply their own PPE.

2.20 Smoke-free Work Environment

Mt Todd is a smoke-free work place. Smoking is prohibited within:

- All company vehicles and motorised equipment,
- All enclosed buildings and meeting rooms, and
- Any other areas designated as "No Smoking" areas by the appropriate signage and legislative requirements.

Cigarette butts must be placed in appropriate bins and not onto the ground. Discarded butts can cause fires especially in the Dry Season.



2.21 Vehicles and Mobile Equipment

Vista provides motor vehicles and mechanised equipment for the completion of work related tasks on site. The following rules govern the use of motor vehicles and mechanised equipment.

- Only competent and appropriately licensed employees are authorised to drive motor vehicles belonging to or under lease to Vista.
- Seatbelts shall be worn by the driver and all occupants of motor vehicles with the exception of Quad bikes.
- Personnel will not be transported in the back of utility vehicles
- All NT road and traffic rules must be obeyed at all times and are considered to be in effect even on bush tracks.
- Motor vehicles should be parked in a manner that facilitates their departure from the parking area (for example: backed in to designated parking spaces).
- Only authorised and competent employees may operate mechanised equipment.
- Pre-start inspections must be completed on all vehicles.
- The operator of mobile equipment will not allow passengers to ride in the cab, bucket or on the fenders of the equipment.
- Motor vehicle operators will give way to all other mobile equipment.

Speed limits on site:

- 80km per hour from Edith Falls Road turn off to the gate at the Security Hut.
- **Maximum** of 50km per hour on the mining leases, 80kph on the exploration leases.
- Drive to conditions, such as dusty or wet roads. Slow down and obey usual road rules.

2.22 Fire Prevention

Fire prevention is everyone's responsibility – both in and around the site facilities and in the bush. Vista practices fire control measures for the site which include weed spraying, selective brush removal and controlled burns.

Fire prevention in and around the site facilities includes good housekeeping, proper storage of flammable liquids, proper disposal of flammable rags and other refuse, use of proper electrical connections and vigilance during welding operations.

Fire extinguishers are located in critical areas. Each employee should familiarise themselves with the location of the fire extinguishers closest to their work area. Fire extinguisher training is held annually.

2.23 Fire Response

The potential for a fire exist's any time heat, fuel and oxygen are present. These components in the right proportions can easily become a fire with the addition of a source of ignition. Areas that present higher fire risks include: the bush area around the mine site, vehicles, fuel storage facilities, buildings and any area where welding or cutting may occur.

Hazards created by fire include: explosion of fuel tanks, gas bottles etc.; radiant heat; generation of toxic fumes; smoke and carbon monoxide; asphyxiation due to lack of oxygen; and structural collapse of buildings.

Vista Gold maintains trained personnel in the event of an emergency at the Mt Todd Mine Site (fire wardens). These persons are responsible for manning the Fire Unit, arranging containment, fire fighting, and the protection of adjacent areas. In the event of brush fires, they may also conduct back burning as a control measure for bush fires.



In the event of a fire, the following procedures should be implemented:

- Notify site personnel by radio.
- Remove all equipment or vehicles from the area of the fire, if safe to do so.
- Work to contain small fires only if properly equipped with proper fire fighting tools and if it is safe to do so.
 - Only use foam or powder type extinguishers on oil or fuel fires.
 - Only use CO2 or powder extinguishers on electrical fires.
 - Use water, foam, CO2 and powder extinguishers for bush, building or equipment fires.
- Stop fuel leaks if it is safe to do so.
- Evacuate the area if instructed by a fire warden.

2.24 Site Specific Hazards

This is a mine site and like most mines it may have hazardous materials stored or used at various locations throughout the site. Due to the fact that the Mt Todd site is not an operating mine, sites and types of hazardous materials storage or use is greatly reduced.

All Chemicals and Hydrocarbons are stored in the “Bunker” which is gated and locked. Only authorised personnel are to access this area.



The natural oxidation of sulfide minerals has resulted in the production of acid and metalliferous drainage (AMD). Site management of the Mt Todd mine site includes the containment and controlled discharge of AMD. Unless informed otherwise, one should assume that water in any pond or pit is acidic and contact with such water should be avoided. Unless authorised by the Site Manager, access to water retention ponds and the water found in the Batman Pit is prohibited.

The Batman Pit and stockpiles around the Batman Pit (Low Grade Stockpile, Waste Rock Dump), the Heap Leach Pad, and Tailings Dam are hazardous areas that are off limits. Visitors must be accompanied by a representative of the company to visit these areas. Contractors must first receive induction training and be specifically authorised prior to commencing work in these areas.



The thickener site and area of the former covered ore stockpile are off limits to all personnel.



RADIO CALL – UHF CHANNEL 9 – A CALL MUST BE MADE BEFORE ENTERING THICKENERS FROM BOTH ENTRIES. I.e: Light vehicle around thickeners. IF YOU DO NOT HAVE A RADIO **DO NOT** USE THIS ROADWAY.



Fine Ore Waste Dump – NO ENTRY
AUTHORISED PERSONNEL ONLY



Coarse Ore Waste Dump - NO ENTRY
AUTHORISED PERSONNEL ONLY

During the wet season, floodways on the main access roads are clearly marked. When water is running across the roads use good judgment and do not attempt to cross in a fast flow or deep water. Smaller vehicles should not attempt a crossing if the flood depth is greater than 0.2 meters. Larger vehicles should not attempt a crossing if the flood depth is greater than 0.3 meters. In both cases it is important to evaluate the depth and velocity of water flooding the road. In most cases the flooding recedes within hours and the safe alternative is to wait out the storm.

Although cyclones have lost most of their momentum when advancing inland, they do bring torrential downpours and sudden flooding. Extra caution should be exercised if the site is covered by the landfall of a cyclone.

Many storms are accompanied by intense lightning strikes. If an electrical storm approaches, all outside work should be stopped. The safest places to wait out an electrical storm are vehicles, heavy equipment with an enclosed cab, or buildings. Once inside an office or other building, do not use



telephones or electrical equipment. Computers and other sensitive electronic equipment should be equipped with surge protectors on the power and communications lines.

2.25 Health Issues

Due to the remote location of the site and the regional climate, a number of health issues must be considered. Each presents its own unique risks and each employee or visitor may be required to take precautionary measures to ensure that his/her own health is not compromised. If you have any doubts contact qualified first aid trained personnel.

Do not drink any tap water on site. Bottled water is provided.

Heat Stress: This is a condition resulting from the body's cooling capacity being pushed to the limit. Contributing factors include high temperatures, physical labour, type of clothing worn and inadequate fluid consumption. Preventative measures include the consumption of 0.5 litre of water every 30 minutes. Ice and electrolyte drinks can also help.

Dehydration: Drink adequate water at regular intervals during the day. Check the Urine Colour Chart which is in each toilet cubicle.

Sun Burn: This is a condition resulting from excessive exposure to ultraviolet radiation and may take the form of first or second-degree burns, the latter manifest by the presence of blisters. Preventative measures include the use of protective clothing and/or sunscreen/sun block. Hard hat brims are available.

Biting Insects: Mosquitoes, fleas and sand flies can be source of various transportable diseases. Preventative measures include the use of insect repellent, especially early mornings and evenings.

Snakes: Avoid snakes at all times and report sightings to your supervisor.

Fatigue: This chronic condition is the result of excessive physical exertion or lack of sleep over a period of time. Acute fatigue can be the result of recent meals, warm external environment, monotony or rhythmic sounds or motions. Symptoms include loss of alertness, drowsiness, poor memory and bad mood. Preventative measures for acute fatigue include muscular activity such as walking or stretching, fresh air blowing on ones face, and irregular or variable sounds, such as a radio. Chronic fatigue is a condition that may require a change in lifestyle or professional/medical help.

Tropical Conditions: These include:

- Prickly Heat – a condition that develops when the narrow ducts carrying sweat to the surface of the skin get clogged. It is most common where skin touches skin or where clothing is tight such as around the waist band. It may be treated with Prickly Heat Powder, but the best treatment is to keep the affected area cool and dry.
- Meliodosis (or Whitmore's Disease) – a disease that is caused by the bacteria "*Pseudomonas pseudomallei*". It can be contracted by inhaling dust contaminated by the bacteria or by contaminated soil coming in contact with lesions or abrasions on the skin. Treatment is by antibiotics. Preventative measures include the use of gloves and dust masks if working with contaminated soils.
- Skin Irritation – Condition resulting from sustained contact with acidic or basic solutions that are or may be present at various locations around the site. Preventative measures include the use of latex or rubber gloves when working in or around site solutions. Lotions may help the skin recover after a prolonged exposure event. In the event of exposure, washing the affected area with clean water will minimise the effect

2.26 Environmental Management

Environmental stewardship is second only to Vista's commitment to the health and safety of its employees and visitors. Vista has prepared an Environmental Management Plan ("EMP") for the Mt Todd Mine Site. This document is available for review in the project office.



Key issues addressed in the EMP include:

- Management of the water draining from the existing facilities,
- Management of chemicals and hazardous substances,
- Management and storage of fuel,
- Flora and fauna awareness and habitat preservation, and
- Environmental monitoring.

If there is any doubt as to whether an activity or practice is acceptable or compatible with the EMP, please contact a supervisor.

2.27 Environmental Risks

The Environmental Management Plan prepared for Mt Todd addresses the environmental risks encountered on the site. The following are general guidelines:

- Cultural Heritage sites exist across the site and access is forbidden. These sites are marked on maps and visitors to site are to be aware of their locations so as to avoid disturbing these areas.
- The importation of foreign plant species is a risk every time earthmoving equipment is brought to the site. Employees and contractors should ensure that equipment has been washed prior to delivery to the Mt Todd site.
- Dust generation may be a problem during the dry season. Speed limits on dirt roads are to be obeyed. There will be no unauthorised ground clearing at Mt Todd.
- Waste management is everyone's responsibility. Recycling is to be practiced whenever possible. Garbage and refuse should be collected and disposed of properly on a regular basis. Report any fuel or oil leaks immediately.
- The water management system is regulated by Waste Discharge License 178-1. Do not open or close any valves or start or stop any pumps unless authorised to do so. Failure to comply with this instruction will result in disciplinary action.
- The Mt Todd site is home to a variety of wildlife species. Notify a supervisor immediately if you encounter an injured animal or an animal in danger. Maintain a safe distance from all animals – as they may be wild and unpredictable. Treat all snakes as dangerous – never attempt to handle a snake. Do not touch injured bats that may get caught in fences. Avoid touching spiders.

2.28 Quality Assurance

Vista takes pride in its health and safety and environmental stewardship achievements. It is our goal to do each job right, the first time. Proper planning and care must be dedicated to the execution and completion of each task to ensure that it is completed safely, with due regard for the environment and to the highest standards possible with prudent use of time and materials.



2.29 Worker's Compensation

All employees who have a work-related injury are eligible for rehabilitation. Any person who is injured at work should be referred for medical assessment/treatment as soon as possible.

The goals of the rehabilitation program are:

- Safely manage the return of the employee to productive employment at the earliest time consistent with medical opinion;
- Provide suitable duties to facilitate the employees safe and early return to work (regularly reviewed in accordance with medical instructions);
- Develop and encourage the expectation that it is normal practise to return full and productive employment at the earliest possible time.

It is a legal requirement under the Northern Territory of Australia Work Health Act to provide to worker's compensation insurance and policies/procedures for injured worker's rehabilitation.

Contractors will be required to provide evidence that they have current worker's compensation insurance coverage for all of their employees working at Mt Todd.



Section 3: Appendices

- 3.1 Operation of the Fuel Bowser
- 3.2 Mt Todd Site Locations
- 3.3 Mt Todd Accommodation and Building Locations
- 3.4 Remote Operations
- 3.5 Remote Site Location Map



3.1 Operation of the Fuel Bowser

1. Obey all signage, e.g, no smoking
2. Collect Fuel Register Sheet from the Yellow Spill Kit Bin.
3. Check last entry for litres and accumulated litres used is correct.
4. Check oil and diesel levels in generator. (Pre Start Check)
5. Wind counter switch back to zero. (clockwise)
6. Press BLACK Governor switch to ON position.
7. Key start generator (Use pull start if key start fails, and report key start failure to Maintenance Dept.)
8. Remove nozzle from bowser and press hand piece trigger to pump fuel.
9. Replace nozzle in bowser.
10. Press RED shut off switch and turn key to OFF position.
11. Record clearly all details and bowser readings onto the Fuel Register Sheet.
12. Return Register to Yellow Spill Kit Bin and close the lid.
13. A DCP fire extinguisher is mounted near the diesel generator and is appropriate to use in the event of a fuel fire.
14. In the event of spillage, use the contents in the Yellow Spill Kit Bin to soak the spill up and report the spill to a supervisor





3.2 Mt Todd Site Locations

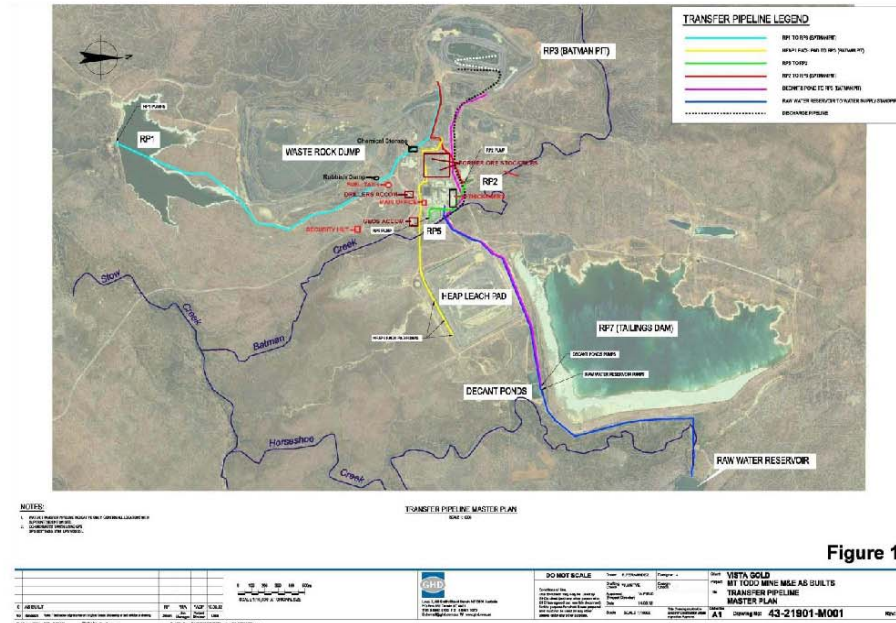


Figure 1



3.3 Mt Todd Site Accommodation and Building Locations





3.4 Remote Operations

For the purposes of this document remote operations are defined as anywhere on the Vista Gold Australia tenement package that is outside UHF range of the site office. If uncertain, then consider the area as remote.

Vista gold is undertaking remote operations on the exploration tenements surrounding and to the north of the mining tenements. Remote operations include but are not limited to:

- Soil sampling
- Rock chip sampling
- Drilling
- Earthworks, in the form of road rehabilitation and drill site prep / rehabilitation
- Mapping
- Ground based geophysical surveys

Some of these operations require camping out and all involve added hazards due to the remoteness of the operations and distances involved. Added safety requirements have been put in place to mitigate the additional risks involved with remote work. The below requirements are in addition to the other site requirements listed elsewhere in this induction.

- All persons are required to read and comply with the Exploration OHS Plan
- No person is to travel out of UHF range of the main office alone
- All persons conducting remote site work must carry a snake bite kit
- All persons intending to undertake remote work must fill in the whiteboard located in the Geology office.



- Firearms alcohol and drugs are forbidden on the EL's for Vista Employees and contractors.

Any reference to GPS co-ordinates given by Vista will be WGS 84 (GDA94) and we ask in return that any data supplied to Vista be in the same format.

Please read a copy of the relevant JSEA **PRIOR** to conducting works and ensure compliance, if a JSEA is not available for the work to undertaken, please consult with your supervisor so that one may be generated.

NO WORK IS TO BE UNDERTAKEN WITHOUT A JSEA



3.5 Remote Site Location Map

Red, Exploration tenement names

Blue shaded area, Mining leases

White, Prospect names

