

Health and Safety Policy

1. Purpose

This Health and Safety Policy has been adopted by the Board in order to set out how the Company values the Health, Safety and Wellbeing of everyone within our workplaces and within the communities in which we operate.

Our underlying commitment to this is at the forefront of the Company's values, and we actively promote a culture of behavioural safety in which our people actively carry out their work such that no harm comes to themselves or those around them.

This Policy applies to all directors, officers, employees and consultants of the Company and its subsidiaries.

2. Company Commitment

The Company commits to the objectives and guidance principles of this Policy and will:

- foster a pro-active and collaborative Health and Safety culture through leadership, education, consultation, and empowering workforce engagement in active decision-making.
- seek continual improvement of our health and safety performance utilising key leading indicators to deliver performance improvements.
- provide a mentally healthy workplace that promotes the health, safety, and wellbeing of all.
- develop and continually improve our health and safety standards, systems and procedures in alignment with applicable laws and regulations
- develop and continually improve critical risk management and critical controls implementation.
- create a safe and respectful workplace free from discrimination, physical assault, harassment, intimidation, bullying, and sexual assault, and
- provide appropriate and effective communication, instruction, and training with regards to health and safety.
- everyone within our workplaces has a duty of care to take responsibility for their own actions and work as a team to achieve a workplace that is injury free, ensuring all our people return to their families safely.


3. Non-Compliance

All instances of non-compliance with this Policy are treated seriously by the Company and may result in the Company taking disciplinary action, including dismissal or removal of the person(s) concerned.

4. Review of Policy

The Board will review this Health and Safety Policy at least annually, and update as required.

This version of Health and Safety Policy was reviewed on 31 May 2025.



JASON BEGEBE
31-05-2025