

## Health and Safety Policy

We regard the protection of the health and safety of employees and the environment as an integral and fundamentally important part of conducting our business. We believe that all injuries, occupational illnesses and environmental harm can be prevented.

Our managers are held accountable for work health safety and environment performance, and all employees are expected to take personal responsibility for their actions, and to be involved in improvement initiatives including the development and setting of Company standards.

Consistent with this, the Company, its employees and workforce will strive to achieve zero harm, with respect to workplace health, safety and environmental protection by:

- Complying with the laws, regulations, Company policies and Company standards.
- Establishing measurable objectives and targets and recognising and celebrating their achievement.
- Identifying, assessing and controlling hazards and adopting a proactive approach that will strive to eliminate or reduce risk to an acceptable level.
- Communicating with employees, contractors, visitors and external stakeholders of hazards that may impact them.
- Identifying, implementing, monitoring and reinforcing the safe behaviours we expect in our business to eliminate unsafe acts and practices.
- Providing appropriate workplace health and safety training to employees and contractors.
- Considering the environmental lifecycle implications of our operations and products.
- Investigating incidents and sharing the learnings with all applicable stakeholders to prevent re-occurrences.
- Consulting with employees and contractors, and communicating with external stakeholders to continually improve the workplace health and safety of our workplaces.
- Retaining certification to ISO45001 Occupational Health and Safety Management System.

All employees, contractors and visitors are expected to commit to this policy and management will provide the necessary leadership, resources and training to ensure compliance with this policy.

This policy is endorsed by the Board and Management Team.

**Harry Xydas**

Chairman

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