

Corporate Occupational Health and Safety Policy

May 2025

The Company is committed to safe and healthy working conditions and practices in all aspects of its business. It shall comply with all occupational health and safety laws and regulations. It considers the safety and health of its employees and contractors to be of utmost importance in the efficient conduct of its business and believes that management and each and every employee have a shared responsibility to apply this policy.

In particular, the Company shall;

- (a) Develop and implement an occupational health and safety management system at each of its sites based on ISO 45001 with the involvement of all relevant stakeholders.
- (b) Include safety and health considerations as an integral part of its exploration, design, planning, purchase, construction, production, maintenance and closure activities.
- (c) Ensure safe work practices and procedures are established for each activity where potential risks occur.
- (d) Provide each employee with appropriate information, training and protective equipment so that people can work safely and productively.
- (e) Require that each employee follow established work practices and procedures, comply with all government laws and regulations and not expose themselves, other employees or the assets of the Company to undue risk.
- (f) Provide programs that promote and encourage safe behaviour and a culture where there is safety ownership from workers, managers and relevant stakeholders that contributes to improved safety performance.
- (g) Take all reasonable and practicable measures to ensure that potentially hazardous agents and conditions in the work place are identified and managed safely.
- (h) Establish procedures to investigate all serious accidents and near miss incidents, and to take corrective action.
- (i) Where necessary, conduct audits, inspections and other activities with the objective of ensuring this policy is followed and that opportunities to improve the occupational health and safety management system are identified and actioned.
- (j) Require contractors and suppliers to comply with the relevant aspects of this policy and with all relevant laws and regulations.

Tristan Pascall
CEO

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