

HEALTH AND SAFETY POLICY

OUR VISION

Every person goes home safe and healthy each day.

OUR APPROACH

- We prioritise people over production and ensure every decision reflects concern for health, safety, and well-being
- We believe that **incidents and injuries are avoidable**, as safety is defined by what we challenge, not by what we ignore.
- We strive to prevent incidents and injuries by **effective risk management** through regulatory compliance, good international industry practice, and acting on lessons learnt from investigations.
- Everyone works to foster an **environment of caring** for one another through leadership, cooperation, participation and consultation.
- The Board and Management provide **visible leadership and resources**, through active listening, coaching, mentoring training and development for managing and continuously improving health and safety.
- We **integrate our health and safety management system** into our day-to-day operations, through timely reporting, planning and decision-making processes.
- We uplift our safety performance through relevant and measurable **targets and conducting audits** to identify areas of concern and reporting publicly.
- We **hold our employees and contractors accountable**, in our approach to health and safety.
- We **promote and celebrate** good safety behaviour and incorporate safety performance in individual **performance evaluations**.
- **Everyone is responsible** for creating a safe and healthy work environment.
- We develop and maintain **plans for response and resilience**, holding regular drills with mutual aid, awareness and preparedness for emergencies at a local level.
- We empower every employee, contractor, and visitor with the unconditional right and responsibility to stop any task or operation if they believe it poses an unsafe condition or risk to health, safety, or the environment.


OUR COMMITMENT

We collectively build and sustain a resilience culture where our people are recognised as the strongest link in our safety chain. Through their vigilance, knowledge, and dedication, we foster a caring environment where every individual actively contributes to preventing harm and ensuring well-being.



Brandon Munro
Executive Chairman

28 January 2026



Gavin Chamberlain
Chief Executive Officer

28 January 2026

This Policy will be reviewed or revised, with recommitment within 2 years of its endorsement.

