

# HEALTH AND SAFETY POLICY

## PURPOSE

Mineral Resources Limited (**MinRes** or the **Company**) believes that all workplace health and safety risks, both physical and psychological, can be effectively managed. This is achieved through implementing effective, well-understood risk controls across the business, integrated with a strong systemic and cultural approach to health and safety.

The purpose of this Health and Safety Policy (**Policy**) is to outline the Company's commitment to managing health and safety risks in accordance with relevant laws and regulations, and to build trust-based relationships with employees, contractors, visitors, and the communities in which we operate.

## SCOPE

This Policy applies to all directors, officers, employees, contractors, sub-contractors and consultants of the Company and its subsidiaries<sup>1</sup> (**Personnel**).

## OUR COMMITMENT

MinRes commits to:

- ▶ Providing a safe, healthy and supportive workplace across all our operations.
- ▶ Building trust and collaboration with all stakeholders to effectively manage risks of physical and psychological harm.
- ▶ Harnessing the skills and competence of our people to build a healthier and safer workplace.
- ▶ Minimising high consequence, low likelihood events through dedicated fatality elimination programs.
- ▶ Ensuring prompt reporting, investigation and notification of incidents in accordance with the law.
- ▶ Continually reviewing and upholding MinRes Health & Safety Management Systems to enable safe and efficient operation whilst keeping our people at the forefront.
- ▶ Designing our plant, technology, and processes with human factors in mind, whilst maintaining appropriate health and safety standards.
- ▶ Promoting effective communication and sharing of information to support continuous improvement in risk identification and control.
- ▶ Complying with relevant laws and regulations and applying a risk-based approach that considers applicable standards and best practice.
- ▶ Managing psychosocial and occupational health risks through the identification, assessment, and management of risk factors, and monitoring the health status of our workforce.
- ▶ Ensuring our people have a balanced approach to risk understanding and can manage exposure through effective systems, processes and training.
- ▶ Leveraging technology to innovate and to establish centres of excellence.
- ▶ Setting measurable objectives and targets to enhance performance and monitor progress, and publicly reporting on health and safety outcomes.

---

<sup>1</sup> Where MinRes holds a controlling interest in a subsidiary that maintains its own health and safety policy, MinRes will ensure alignment with the principles of this Policy and applicable legislative requirements.

## **OUR GOAL**

Health and safety is integral to how MinRes operates. We strive to prevent harm and maintain a strong, trust-based safety culture, ensuring that health and safety considerations are embedded in all business decisions and activities.

## **OUR RESPONSIBILITY**

The Board maintains oversight of health and safety performance and ensures that appropriate resources, systems, and governance structures are in place to discharge the Company's duties under relevant legislation. Leaders at all levels are required to communicate this policy to all Personnel.

Personnel have a shared and personal responsibility to comply with this Policy and any associated policies, procedures, and processes.

## **REVIEW OF POLICY**

This Policy will be reviewed at least annually, or more frequently where required by legislative changes, significant incidents, or changes to business operations.

**MinRes Board of Directors**

20<sup>th</sup> March 2026