

WORK HEALTH & SAFETY POLICY

WORK HEALTH & SAFETY POLICY STATEMENT

Heathgate Resources Pty Ltd (Heathgate) is committed to the prevention of work-related injuries and illnesses. The health and safety of our employees, contractors, and visitors is our highest priority. It is critical to our success and forms a fundamental part of our operations.

OUR COMMITMENT IS TO:

- Promote and foster a proactive culture that ensures the health and safety of all personnel, through visible and accountable safety leadership, systems, processes, and continual improvement.
- Facilitate consistent application for risk identification, planning, management, and control across the business, and include a series of tools to assist with risk assessment, planning, review, escalation, and approvals.
- Maintain a robust framework for setting WHS objectives, integrated into core business processes.
- Comply with relevant legislation, industry requirements, Heathgate policies and operational requirements.
- Provide and maintain an effective safety management system and supporting processes, considering all aspects of Heathgate's business activities.
- Ensure site access and associated fitness for work requirements are developed and effectively implemented.
- Ensure safety aspects are considered and prioritised during the operational life cycle of the mine, including design, construction, operation, change management, and decommissioning.
- Ensure unwanted events and hazards are reported and investigated to ensure appropriate remedial actions are undertaken with the goal to mitigate recurrence.
- Provide safe systems of work where hazards and associated risks are identified and effectively controlled.
- Ensure all plant, equipment and materials are fit for use and maintained in a safe condition.
- Provide competent supervision, education, instruction, and information, to all workers and visitors.
- Involve employees in the development and implementation of effective programs and procedures, including those that may affect their health & safety.
- Identify and provide appropriate WHS training, resources, and dissemination of WHS information to all employees, contractors, and visitors at the workplace.
- Evaluate the performance, effectiveness, and compliance of our safety management systems through audit and review and communicate performance in a transparent manner with key stakeholders.
- Ensure our contractors and business partners comply with this policy.

APPLICABILITY

We have a common obligation: a duty to protect ourselves and our colleagues in the workplace. It is everyone's responsibility and accountability to maintain a safe work environment, and to identify and manage risks associated with our work. Through this, we will achieve health and safety performance, of which we can be proud and reach our goal of providing a safe workplace for all.



President signature

President name: Joe De Gennaro

Date: 21 May 2025