

# HEALTH AND SAFETY POLICY

## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (**BCI**) are committed to providing a safe, productive and healthy environment for all workers and visitors.

## 2. POLICY STATEMENT

Health and Safety is everyone's responsibility, and we all need to look out for the physical and psychological wellbeing of each other. Our objective is to ensure zero harm. We will:

- Care about the safety, health and wellbeing of all workers by providing a safe and healthy workplace.
- Foster a values-based culture whereby all workers are empowered to be safety leaders and leaders are held accountable for the implementation of our safe systems and outcomes.
- Comply with applicable legislation and standards relating to health and safety in the workplace.
- Ensure ongoing monitoring, scrutiny and review of our performance and systems, aiming for continuous improvement in our health and safety performance indicators.
- Commit adequate and appropriate resources to enable us to provide a safe system of work.
- Ensure care and support to injured workers and enabling positive return to work outcomes.
- Cooperate and consult with workers regarding the formulation and implementation of health and safety systems and standards.
- Facilitate workers' active participation in initiatives supporting mental health and wellbeing.
- Ensure that critical controls associated with our principal hazards are understood and processes are established to verify that the critical controls are effective.
- Ensure that all persons conducting a business or undertaking at our projects or operations, including our contractors, implement and effectively manage their workforce in a safe and healthy manner when working on our projects and at our operations.
- Advise and train our workers in relation to health and safety matters, and in particular, as necessary to meet our health and safety objective of providing a safe place of work.
- Ensure timely and thorough reporting, investigation and review of all known hazards, injuries, illnesses and incidents and sharing of the key learnings to prevent reoccurrence.
- Review this policy regularly to reflect the progress in achieving our health and safety objectives.

## DOCUMENT CONTROL

Version	Date	Description	Author	Approver
-	15/11/2017	Health and Safety Policy	M. Klvac	Board
A	25/06/2020	Health and Safety Policy	C. Louw	Board
0	24/08/2022	Health and Safety Policy	S. Majteles	Board