

# HEALTH & SAFETY POLICY

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## 1 PURPOSE

BCI Minerals Limited and its subsidiaries (the “Company”) undertake exploration, development and mining activities with key assets in Western Australia. The Company is committed to protecting the health and safety of its employees, officers, directors and contractors while conducting activities during all stages of the project development.

Our objective is to ensure zero serious incidents and harm to all our people.

## 2 SCOPE

All Company offices, operations and sites.

## 3 DEFINITIONS

Word	Definition
Australian Standards	Those standards published by Standards Australian from time to time.
BCI Employees	Employees, officers, directors and contractors of the Company.
Codes of Practice	Any code of practice approved under the <i>Occupational Health and Safety Act 1984</i> (WA), as approved from time to time.
Company	BCI Minerals Limited and its subsidiaries.

## 4 RESPONSIBILITY

All employees, officers, directors and contractors of the Company (“BCI Employees”) must be aware of the existence of this policy and comply with this policy.

## 5 CONTENT

### 5.1 Responsible Officer

The Company is firmly committed to a policy enabling all work activities to be carried out safely, and with all reasonable measures taken to remove (or at least reduce to as low as reasonably practicable) risks to the health, safety and welfare of the BCI Employees and anyone else who may be affected by our operations, whether at a Company site or at a Company office.

We are committed to ensuring we comply with all applicable health and safety laws including the Mines Safety and Inspection Act 1994 (WA), the Mines Safety and Inspection Regulations 1995 (WA) and applicable Codes of Practice and Australian Standards as far as possible.

### 5.2 Responsibilities

Management will provide and maintain as far as reasonably practicable:

- a safe working environment;
- safe systems of work (including risk assessment tools and methodologies);
- plant and substances in safe condition;
- programs for the welfare of the BCI Employees;
- information, instruction, training and supervision that is reasonably necessary to ensure that the BCI

# HEALTH & SAFETY POLICY

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Employees are safe from injury and risks to health;

- a commitment to consult and co-operate with the BCI Employees in all matters relating to health and safety in the workplace; and
- a commitment to continually improve our performance through effective safety management.

Each BCI Employee has an obligation to:

- comply with safe work practices and assess health and safety risks, with the intent of avoiding injury to themselves and others and damage to plant and equipment;
- take reasonable care of the health and safety of themselves and others;
- wear personal protective equipment and clothing where necessary;
- comply with any direction given by management for health and safety;
- not misuse or interfere with anything provided for health and safety;
- report all accidents and incidents on the job immediately, no matter how trivial; and
- report all known or observed hazards to their supervisor or manager.

## 5.3 Application of this policy

We seek the co-operation of all BCI Employees and other affected persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero-accident rate.

This policy applies to all business operations and functions, including those situations where BCI Employees are required to work in remote exploration or project locations.

## 5.4 Consequences of breach

Any non-compliance with this policy will be regarded as serious misconduct, which may entitle the Company to terminate a BCI Employee's employment or engagement with the Company.

## 6 BREACH OF POLICY

The Company regards its continuous disclosure obligations as very important. Breach of this policy may lead to disciplinary action being taken against the employee, including dismissal in serious cases.

## 7 REFERENCES

The following documents should be read in conjunction with this policy:

- Leadership and Accountability Standard BCI-OHS-ST-001-0
- Legal Requirements BCI-OHS-ST-002-0
- Planning, Objectives and Targets BCI-OHS-ST-003-0

## HEALTH & SAFETY POLICY

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- Risk Management BCI-OHS-ST-004-0
- Competency and Behaviour BCI-OHS-ST-007-0
- Communication and Participation BCI-OHS-ST-008-0
- Health and Hygiene BCI-OHS-ST-009-0
- Monitoring, Audits and Reviews BCI-OHS-ST-011-0

### 8 DOCUMENT CONTROL

Version	Date	Description	Author	Approver
0	15/11/2017	Health & Safety Policy	M. Klvac	Board