



# Work Health and Safety Policy

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Document Revision	1	Approved By	Board of Directors
Document Owner	Corporate		

## 1. Purpose

Technology Metals Australia Limited (the **Company**) has a duty of care to its workforce and is committed to the health, safety, and psychological wellbeing of all personnel working for the Company. We are dedicated to continually improving our health and safety performance and preventing the occurrence of workplace fatalities, injuries, occupational illnesses, and psychosocial harm. Safety is one of the Company's key corporate values (Refer to *Statement of Values*).

## 2. Scope

The Company expects that all directors, employees, and contractors (collectively referred to as "personnel") working for the Company and its subsidiaries support and adhere to this Policy.

## 3. Responsibility

Role	Responsibilities
Managing Director	<ul style="list-style-type: none"> <li>Provides and maintains a work environment that limits risk and exposure to health, safety, and psychosocial hazards for personnel</li> <li>Communicates the Company's commitment to continuous improvement in health and safety performance with the aim of preventing the occurrence of workplace fatalities, injuries, occupational illnesses, and psychosocial harm</li> <li>Ensures all personnel working for the Company understand and adhere to the requirements of this Policy</li> </ul>
Chief Operating Officer/Site Senior Leadership	<ul style="list-style-type: none"> <li>Ensures sufficient resources and processes are available for this Policy to be adequately implemented</li> <li>Provides appropriate health and safety information, instruction, training, and supervision to personnel at the Company's workplaces in accordance with their roles and responsibilities, exposure to risks, and statutory requirements</li> <li>Monitors and reviews the effectiveness of health and safety training and instruction and the currency and accuracy of this Policy and make amendments as required</li> </ul>

All personnel	<ul style="list-style-type: none"> <li>• Adheres to the Policy as outlined</li> <li>• Undertakes training and inductions on health and safety requirements appropriate to their roles and responsibilities at the Company</li> </ul>
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## 4. Commitment

The Company is committed to:

- a. Provision of a work environment that prioritises the effective management of occupational health and safety and the health and safety of its personnel.
- b. Maintaining a work environment where all personnel are treated with dignity and respect.
- c. Compliance, as a minimum, with all applicable work health and safety laws and regulations and industry best practices and codes.
- d. Integration of effective health and safety approach and practices into every phase of project life, from exploration to construction, commissioning, operation, rehabilitation, and closure.
- e. Identification of health, safety, and psychosocial hazards and implementation of risk controls with the goal of eliminating workplace injury, illness, harm, and fatality.
- f. Implementation of an effective health and safety management system, and allocation of resources to meet our work health and safety objectives.
- g. Continuous improvement in our occupational health and safety performance, including due regard to minimising psychosocial hazards, by using available technology, knowledge, and management practices.
- h. Provision of training, education, and development for Company personnel to ensure they have the relevant skills and knowledge for their roles and responsibilities at the Company to undertake their duties safely and appropriately.
- i. Promotion of health and safety awareness among all Company personnel and communication of these commitments.
- j. Consideration of personnel feedback and consultation with key internal and external stakeholders to ensure the health and safety management system continue to meet their requirements.

## 5. Related Documents

- a. TMT-COR-POL-000 Statement of Values
- b. TMT-COR-POL-001 Code of Conduct
- c. TMT-COR-POL-003 Whistleblower Policy
- d. TMT-COR-POL-015 Bullying and Harassment Policy