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## Appendix T

### Workplace Health and Safety Policy

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#### 1. General Purpose and Principles

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- (a) The Organisation accepts its responsibility to take all appropriate measures to provide and maintain a safe workplace and system of work for all personnel (“**Personnel**” i.e. those who work for or on behalf of a Group member, including those who enter a work-site under the ownership and/or control of a Group member).
- (b) The Group is committed to developing, maintaining and improving standards and work systems/practices to reasonably provide for the workplace health and safety of all such Personnel within the terms of this policy and any applicable legal requirements.
- (c) This policy is to be read in conjunction with the Group Code of Conduct/Values.

#### 2. Everyone’s Responsibility

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- (a) Workplace health and safety is the responsibility of everyone:
  - (i) each person to themselves;
  - (ii) each person to those around them, and to the Group;
  - (iii) the Group to its Personnel by dedicating appropriate human, financial and managerial resources to creating a work environment in which such Personnel, with the reasonable co-operation of other Personnel in the terms of this policy, can work, interact and perform their respective roles without undue risk of adverse injury or health outcomes.
- (b) Acceptance by Personnel of that responsibility is a fundamental term of their engagement with the Group. Implementation of this policy is the responsibility of management under the oversight of the Company Secretary, reporting to the CEO as well as periodically to the Board Audit, Finance and Risk Committee on behalf of the Board.

#### 3. Objectives and Targets

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- (a) The Group will set objectives and targets with the aim of reducing:
  - (i) the likelihood; and
  - (ii) the severity of consequence,of workplace safety and health risks.
- (b) The Group will measure performance against such objectives and targets by analysing outcomes and implementing risk mitigation initiatives with a view to continuous improvement of performance outcomes.

#### 4. Contractors and Subcontractors

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- (a) Contractors to the Group, and their subcontractors and employees, are expected to observe and comply with workplace safety and health standards and practices developed in the terms of this policy.

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## 5. Specific Workplace Safety and Health Matters

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- (a) The Group commits:
- (i) **(Legislative and regulatory compliance)** to complying with all applicable and relevant legislative and regulatory requirements.
  - (ii) **(Safety Management System)**
    - (A) Development of a safety management plan and framework that meet safety compliance standards and addresses all elements of a safety system.
  - (iii) **(Hazards and Risks)** to:
    - the promotion of and performing assessments to identify relevant hazards and risks associated with workplace activities;
    - implementing control and/or risk mitigation initiatives to reasonably address such hazards and risks **(Education and Training)** to continuing safety and health awareness, education and training programs as well as appropriate first aid, rehabilitation and remediation initiatives to:
    - minimize the incidence of adverse workplace safety and health outcomes;
    - mitigate the consequences of adverse workplace safety and health outcomes; and
    - build the capability of Personnel to appropriately address workplace safety and health risks and deal with the consequences of such risks.
    - improve safety culture.
    - provide ways for employees to be informed about and involved in health and safety issues in the workplace.
  - (iv) **(Reporting)** of both lead and lag indicators to encourage the reporting of all relevant:
    - hazards;
    - risks; and
    - incidents.

to relevant Group safety, health and human resource personnel to facilitate the delivery of the aims and objectives of this policy.
  - (v) **(Review and Evaluation)** to periodically review and evaluate the Group's workplace safety and health arrangements with a view to continuous improvement.
  - (vi) **(Emergencies)** to plan for the Group and Personnel to effectively deal with relevant emergencies (including those necessitating work-site and/or country/regional evacuation) that may arise so as to mitigate the consequences of safety and health risks.
  - (vii) **(Budgetary Business Planning support)** to appropriate sufficient budgetary and business planning support and resources towards achieving the principles and purpose of this policy.

## 6. Policy Review

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- (a) This policy will be the subject of periodic review (and as appropriate recommended revision) by management, reporting to the Board via the Board Audit, Finance and Risk Committee, to ensure the policy at least meets both regulatory and contemporary industry standards and practices, as well as the delivery of the policy's principles and purpose.