

## HEALTH & SAFETY POLICY

It is Exploration and Testing Associate's policy to take all reasonable measures to ensure the safety, health, and welfare at work of all its employees. These measures are also aimed at protecting all other persons insofar as they come into contact with the Company's workplaces and work activities.

The Company strives to maintain a good health and safety record and believes that safe working cannot be achieved without employee participation in all safety matters.

The Company is committed to providing adequate control, resources, and finance to remove, and manage the health and safety risks arising from our work activities to a low a level as reasonably practicable.

It is the responsibility of management to:

- Provide and maintain the right circumstances under which work may be carried out.
- Carry out and record risk assessments, as appropriate.
- Ensure that so far as is reasonably practicable, recommended measures to remove, reduce and control risks are implemented.
- Ensure every accident, no matter how small, is investigated to identify learning and action required to prevent recurrence.
- Effective communication of controls required to prevent exposure to risks.

It is the responsibility of every employee to work in a safe manner and cooperate with the Company and all other employees in creating conditions that are safe and without risk to health or safety.

As appropriate, employees and contractors are:

- Given an induction into the Company and on each new site and in laboratories.
- Provided with access to the Company's policies, procedures, and risk assessments.
- Expected to familiarise themselves with the Company's health and safety policies, procedures, safe systems of work and risk assessments.
- Responsible for complying with the contents of health and safety policies, procedures and risk assessments and suggesting any amendments that they consider are necessary.
- Required to follow all information, instruction and training and use all equipment provided.
- Empowered to stop the job if at any time they feel it is unsafe for either themselves or anyone else that may be affected by their workplace or work activity.
- Required to report any accident or health and safety concerns they may have.

Failure to follow the Company's health and safety policies and associated procedures may result in disciplinary action or removal from the Company's approved list of contractors.



**K O Marsh**  
Chairman

**Revised: Sept. 2021**  
**Date of next Revision: Sept. 2022**