

Health, Safety and Environment Policy

Ramelius Resources Limited and its subsidiaries (“Ramelius”) are committed to the health and safety of its employees and the protection of the environment in which it operates.

Ramelius conducts its operations to ensure it can:

- Provide a safe workplace for its employees and contractors as well as any members of the public that may be affected by its operations;
- Comply with applicable legislation and standards relating to Health, Safety and Environment (HSE) in the workplace; and
- Limit its impact on the environment by conserving resources, undertaking progressive rehabilitation, reducing emissions and waste and minimising the area it affects while conducting its operations and complying with applicable legislation and environmental standards.

Ramelius will achieve these objectives by:

- Developing HSE procedures with, and systems for its employees and providing resources, training and supervision to ensure a safe and healthy workplace through the identification, assessment and management of potential risks;
- Recognising safe work practices by employees and promoting continuous improvement in all aspects of our work;
- Ensuring that HSE incidents, hazards, near misses, or concerns are reported, investigated and steps taken to prevent them occurring again;
- Being aware of, and adopting where appropriate, industry advancements in health, safety and environmental practices;
- Ensuring that all employees are aware of their duty to work safely and to follow reasonable health and safety directions given by their supervisor; and
- Limiting as much as possible the area required to conduct our operations and rehabilitating areas used for mining to a high standard.

Application of this policy through visible and accountable leadership resides with the Ramelius management team and with all employees sharing responsibility for its implementation and a commitment to the continuous improvement of HSE performance and Ramelius’ safety culture.

Supporting Procedures

Related Policies

- Areas of Interest

Responsible Officer

The Managing Director has full responsibility for this policy.

Date of Approval

October 2020

Revision Dates

This policy will be reviewed three years after the date of approval.