

Health and Safety Policy



At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors to our workplace is an essential consideration in everything we do.

We are committed to minimising the risk of harm and supporting physical and mental health and wellbeing by:

- Reducing workplace hazards to as low as reasonably practical
- Maintaining a Mine Safety Management System that enables a safe and healthy workplace
- Fully complying with relevant legislation, regulations and standards relating to occupational health and safety in our workplace
- Openly communicating, receiving, and acting on feedback to continually improve safety, health and wellbeing
- Understanding and adopting good industry practice
- Being prepared to respond to an incident or emergency
- Maintaining measurable safety and health targets aimed at minimising work related injury or illness
- Ongoing audit, review and improvement of our Mine Safety Management System and high impact activities within our organisation

We recognise that we work in a higher risk industry and that we must prioritise good practices in health and safety as fundamental to our licence to operate. We have a very low risk appetite for failing to comply with our Mine Safety Management System and causing any harm to any person.

It is expected that all Directors, employees, and contractors contribute to a culture which prioritises an injury-free and healthy workplace by

- Valuing safe work practices through leadership, supervision and by demonstrating the priority of a safe and healthy workplace through action
- Taking personal responsibility for their individual safety, health and wellbeing including:
 - being fit for work and able to carry out required activities
 - using personal protective equipment when required
 - immediately stopping any activity that appears unsafe
- Fully complying with the requirements of our Mine Safety Management System
- Proactively participating in relevant training, education and acting on instruction
- Understanding and acting to reduce risks to health and safety before undertaking activities
- Immediately reporting any hazard, incident or near miss relating to the health, safety or wellbeing of employees, contractors or visitors for investigation and remedial action

Mark Zeptner
Managing Director

June 2025