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# Health and Safety Policy

Approved by the Board with effect 30 September 2024

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All Strickland Metals Limited (Company) activities including its subsidiaries will be carried out in a manner that protects the safety and health of employees, contractors, visitors and the community. The Company will always seek to provide a safe working environment and value safety above profits.

To achieve this, the Company will:

- (a) implement and maintain a Health and Safety Management System, which incorporates Safe Operating Procedures to ensure that hazards are identified, assessed and controlled. Strickland will consult employees in the development, implementation and review of the systems and relevant safety and health matters;
- (b) provide and maintain a safe and healthy workplace and equipment, by complying with or exceeding all obligations outlined in applicable acts, regulations and codes of practice;
- (c) provide leadership and resources so that personnel have the ability and desire to achieve a safe, healthy and productive workplace;
- (d) employ only those contractors who demonstrate a high level of commitment and performance with respect to safety and health;
- (e) measure, review and communicate safety, health and other business targets to ensure performance is continually improved;
- (f) expect all employees to use their skills and knowledge to improve safety and health;
- (g) implement suitable "Fitness for Work" procedures for the appropriate monitoring of fatigue, drugs and alcohol in the workplace; and
- (h) expect all employees to co-operate with Strickland to maintain a workplace where other employees are not unnecessarily exposed to hazards or risks.

All employees and contractors must take reasonable care for their own safety and health at work and avoid harming the safety and health of other people through any act or omission at work.

Strickland will:

- (a) Demonstrate Leadership: Each manager and supervisor will provide leadership by ensuring that all work is undertaken with safety and health as a major consideration and by ensuring that adequate resources are available to achieving the objectives of this policy;
- (b) Empower its People: Empower its people to make decisions that will create a safe and healthy workplace; and
- (c) Be Accountable: All employees are obligated to maintaining their own safety and ensuring that they do not cause harm to others by following safe work processes, identifying hazards and reporting hazards, incidents or near misses to eliminate future workplace risks.

The Directors, officers and management have a positive duty to exercise 'due diligence' to ensure that the Company complies with its workplace health and safety obligations, for which they can be held personally liable.

This policy applies to all people employed by the Company, its subsidiaries, any contractors (including labour hire workers) or visitors interacting in or with its business.

The Company encourages the participation and feedback of everyone in all matters relating to safety, and commits to providing adequate resources and communication to enable the effective implementation of this policy.