



RESOURCES

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for a better tomorrow*

HEALTH & SAFETY POLICY

EQ RESOURCES LIMITED
ABN 77 115 009 106

V1.0

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1. BACKGROUND

- 1.1 This Health & Safety Policy (*HS Policy*) sets out the health and safety policy of EQ Resources Limited (the *Company*), and that of any of its subsidiaries or connected entities (together the *Group*) in control of a business or undertaking, and is consistent with the Company's commitment to providing and maintaining a safe and healthy workplace for all workers (including employees and contractors) as well as clients, visitors and members of the public.
- 1.2 The board of directors of the Company (*Board*), management and employees are aligned with the key values of the Company which includes:

Act Safe. Feel Safe

Act safe at work. | Care and respect each other. | Feel safe to be yourself.

- 1.3 Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable and in compliance with all applicable laws, rules, regulations and any codes of practice and other safety guidance material. The Company is committed to Resources Safety & Health Queensland's vision of "**zero serious harm**".

2. RESPONSIBILITIES AND ACCOUNTABILITIES

- 2.1 Supporting health and safety is the responsibility of everyone in the Company or Group. Our goal to provide a safe and healthy work environment that is free from workplace injury and illness, will only be achieved through the participation, co-operation and commitment of everyone in the workplace.

MANAGEMENT

- 2.2 Management will:
- (a) ensure the business complies with all legislation relating to health and safety;
 - (b) eliminate or minimise all workplace hazards and risks as far as is reasonably practicable;
 - (c) provide information, instruction and training to enable all workers to ensure that they have the awareness, skills, knowledge & resources to carry out their work safely;
 - (d) supervise workers to ensure work activities are performed safely;
 - (e) consult with and involve workers on matters relating to health, safety and wellbeing and all health & safety matters related to the development and day- to-day aspects of operations;
 - (f) provide appropriate safety equipment and personal protective equipment;
 - (g) design and operate all facilities and associated infrastructure to provide a safe and healthy workplace;
 - (h) provide a suitable injury management and return to work program;
 - (i) establish and maintain EQR or a Group entity's health & safety risk management systems based on risk management principles appropriate to the nature of work undertaken; and
 - (j) progressively develop and maintain health and safety objectives and targets and regularly audit operational processes and procedures to improve standards of performance.

WORKERS

- 2.3 Workers (including employees and contractors) will:
- (a) take reasonable care for their own health and safety;
 - (b) follow safe work procedures, instructions and rules;

- (c) participate in safety training;
- (d) report health and safety hazards;
- (e) report all injuries and incidents; and
- (f) use safety equipment and personal protective equipment as instructed.

2.4 Without limiting the obligations of the workers in clause 2.3, workers will, at all times:

- (a) demonstrate their commitment to fulfill their “duty of care” obligations to prevent all work-related injuries & illnesses by using appropriate risk minimisation strategies such as *Take 5’s*; and
- (b) promote and support the Resources Safety & Health Queensland’s vision of “**zero serious harm**”.

3. REVIEW OF THIS POLICY

- 3.1 The Health and Safety Policy will be reviewed annually by the Board of directors of the Company to ensure that it remains relevant and appropriate to the Company and Group.
- 3.2 External reviews of this policy may be undertaken at the request of the Board from time to time.

DOCUMENT INFORMATION

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|--------------------------|------------------------|-----------------------------|
| Policy Status: | Adoption | 15 February 2021 |
| | Version | V1.0 Approved on 10/02/2021 |
| Endorsement Body: | Safety Officer and CEO | |
| Approval Body: | EQ Resources Board | |
| Maintained by: | Company Secretary | |

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