



RESOURCES

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HEALTH, SAFETY, AND WELLBEING POLICY V2.0

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1. BACKGROUND

- 1.1 This Health, Safety and Wellbeing Policy (*HS Policy*) sets out the health, safety and wellbeing 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**".
- 1.4 Wellbeing and mental health is just as important as physical health as mental illness can impact happiness, productivity, and collaboration. To every extent possible, our Company's leaders aim to recognize and address cases of workplace pressures that contribute to mental health issues.

2. RESPONSIBILITIES AND ACCOUNTABILITIES

- 2.1 Supporting health, safety, and well-being is the responsibility of everyone in the Company. 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.
- 2.2 **MANAGEMENT**
- 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;

- (j) progressively develop and maintain health and safety objectives and targets and regularly audit operational processes and procedures to improve standards of performance;
- (k) support employees and create a healthy and happy workplace where everyone feels appreciated and fairly treated
- (l) treat mental illness seriously;
- (m) identify issues proactively and resolve them. If they perceive that an employee is in a state of emotional or psychological distress, they should reach out to them.
- (n) support employees who face mental health problems; and
- (o) foster pleasant workplaces in collaboration with employees, unions, and health experts.

2.4 Some tips on how managers can address an employee who suffers from mental health issues in common situations are:

- (a) If an employee has work-related problems, managers should try to assist with finding a solution;
- (b) If an employee has issues collaborating with colleagues, managers should meet with concerned employees and serve as mediators where required. If the problem is severe (e.g., violence, harassment, victimization), managers should contact Human Resources; and

2.5 WORKERS

Workers (including employees and contractors) will:

- (a) take reasonable care for their own health, safety and wellbeing;
- (b) follow safe work procedures, instructions and rules;
- (c) participate in safety and wellness training;
- (d) report health and safety hazards;
- (e) report all injuries and incidents; and
- (f) use safety equipment and personal protective equipment as instructed.

Without limiting the obligations of the workers in clause 2.6, 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”; and
- (c) be encouraged to support co-workers and one another when needed.

3. COMPLIANCE WITH THE LAW

The law protects employees who suffer from medical conditions (e.g., clinical depression) or mental disorders (e.g., schizophrenia.) and in line with our Diversity and Inclusion practices, we will treat these employees fairly and not disclose their condition or other medical information. Instead, we will attempt to support employees who come to us with mental health issues and establish strategies that apply to everyone.

4. REVIEW OF THIS POLICY

- 4.1 The Health, Safety and Wellbeing 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.
- 4.2 External reviews of this policy may be undertaken at the request of the Board from time to time.

5. RELEVANT DOCUMENTS

- Code of Conduct
- Diversity Policy
- Human Rights Policy
- Modern Slavery Statement
- Whistleblower Policy

6. DOCUMENT INFORMATION

Policy Status:	Adoption	24 November 2024
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Endorsement Body:	N/A	
Approval Body:	EQ Resources Limited Board	
Maintained by:	ER Resources Administration Team	