

Occupational Health and Safety Policy

Southern Palladium Limited
ACN 646 391 899
(Company)

1 Scope and Purpose of Policy

Company's Vision

Our vision for Occupational Health and Safety is aligned to our principal value, "Health and Safety comes first in everything we do". The intended outcomes of applying this policy are to ensure the fulfilment of our compliance obligations, the appropriate control of health and safety related risks and opportunities, and the continual performance improvements.

Company's Commitment

At Southern Palladium we are committed to Occupational Health and Safety by:

- Managing our operations in compliance with applicable legal requirements and other best practice requirements to which we subscribe;
- Treating our people with dignity, care, and respect whilst providing a workplace that is conducive to the health, safety, and wellbeing of our workforce;
- Eliminating fatal and serious injuries in our workforce;
- Conducting ongoing identification, assessment, and control of occupational health and safety risks of all our facilities, operations, activities, products, equipment, and services;
- Continually assessing and improving our occupational health and safety management systems and performance through the provision of appropriate leadership, systems, resources, training, support, personal protective equipment, and internal standards and protocols;
- Creating a caring and trusting culture where front-line managers lead by example, and everyone is confident to speak about health and safety matters;
- Ensuring that our employees and contractors have the appropriate training and resources to conduct work-related tasks in a safe manner;
- Ensuring an open, transparent, positive, and constructive approach in health and safety related interactions with all stakeholders;
- Demonstrating responsible corporate citizenship, stewardship, social responsibility, and sustainability;
- Requiring all our contractors and visitors to comply with applicable legal requirements, as well as Southern Palladium's policies, standards, procedures, and rules;
- Setting appropriate objectives and monitoring progress in line with our commitment to this policy to ensure continual improvement of our health and safety performance;
- Communicating this policy and making this policy available to all employees, contractors, and other stakeholders so that they are aware of their individual health and safety obligations; and
- Reviewing this policy at appropriate intervals to remain current.

- Everyone working at Southern Palladium's operations plays an active role in achieving these commitments by being empowered to stop unsafe work at any time;
- Practicing their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to themselves or their colleagues;
- Taking personal ownership of their roles in occupational health and safety management programmes; and
- Complying with documented policies, standards, and procedures.

Approved by the Board on 20 January 2022