

## Work Health and Safety Policy

Health and Safety is a core value and one of the highest priorities of Hastings Technology Metals Ltd (Hastings or the Company). Hastings is firmly committed to a culture where health and safety are at the forefront of everything we do. Our commitment is a workplace where everyone returns home every day without harm. We are committed to preventing harm through effective policies, good practices and continuous improvement programs. Health and Safety commitments across all Hastings business operations, are to:

- Care for the health, safety and wellbeing of all workers and visitors, ensuring a safe and healthy environment
- Empower all team members to be leaders in health and safety and to stop work for any unsafe practices, conditions, or behaviours
- Ensure Fitness for Work standards are known and implemented by all workers and visitors
- Establish, implement, and monitor our Health and Safety Management System in compliance with all appropriate laws and regulations, standards, and codes of practices, striving for continuous improvement and aligned to industry best practice
- Integrating health and safety considerations into Company business strategy and planning
- Ensure emergency preparedness and response for our operations and local communities
- Manage risk through hazard identification, elimination, and control procedures to reduce risk to as low as reasonably practicable and monitor the effectiveness of controls
- Manage psychosocial risks through risk-based principles, considering the complex and sensitive nature of psychosocial harm. Workers are actively encouraged to participate in initiatives that support and promote health and wellbeing
- Consult with team members and involve them in the development of practices and procedures aimed at the improvement of Health and Safety performance
- Ensure all team members are trained in health and safety for a safe place of work, including their responsibilities to ensure their own health and safety and the health and safety of others
- Promote a positive health and safety culture through early reporting, thorough investigations and review of hazards, injuries/illnesses and incidents
- Learn from our incidents, share lessons learnt and seek opportunities to prevent reoccurrence to foster a safer working environment
- Manage injuries and illnesses proactively focused on support, recovery and positive return to work outcomes.

Hastings workers, authorised visitors, and anyone else involved in our projects and operations are responsible for implementing this policy. Additionally, senior management shall demonstrate leadership by providing necessary resources to support this policy. This Policy will be reviewed annually or as required.



Charles Lew

**EXECUTIVE CHAIRMAN**

Approved by the Board (26 July 2023)