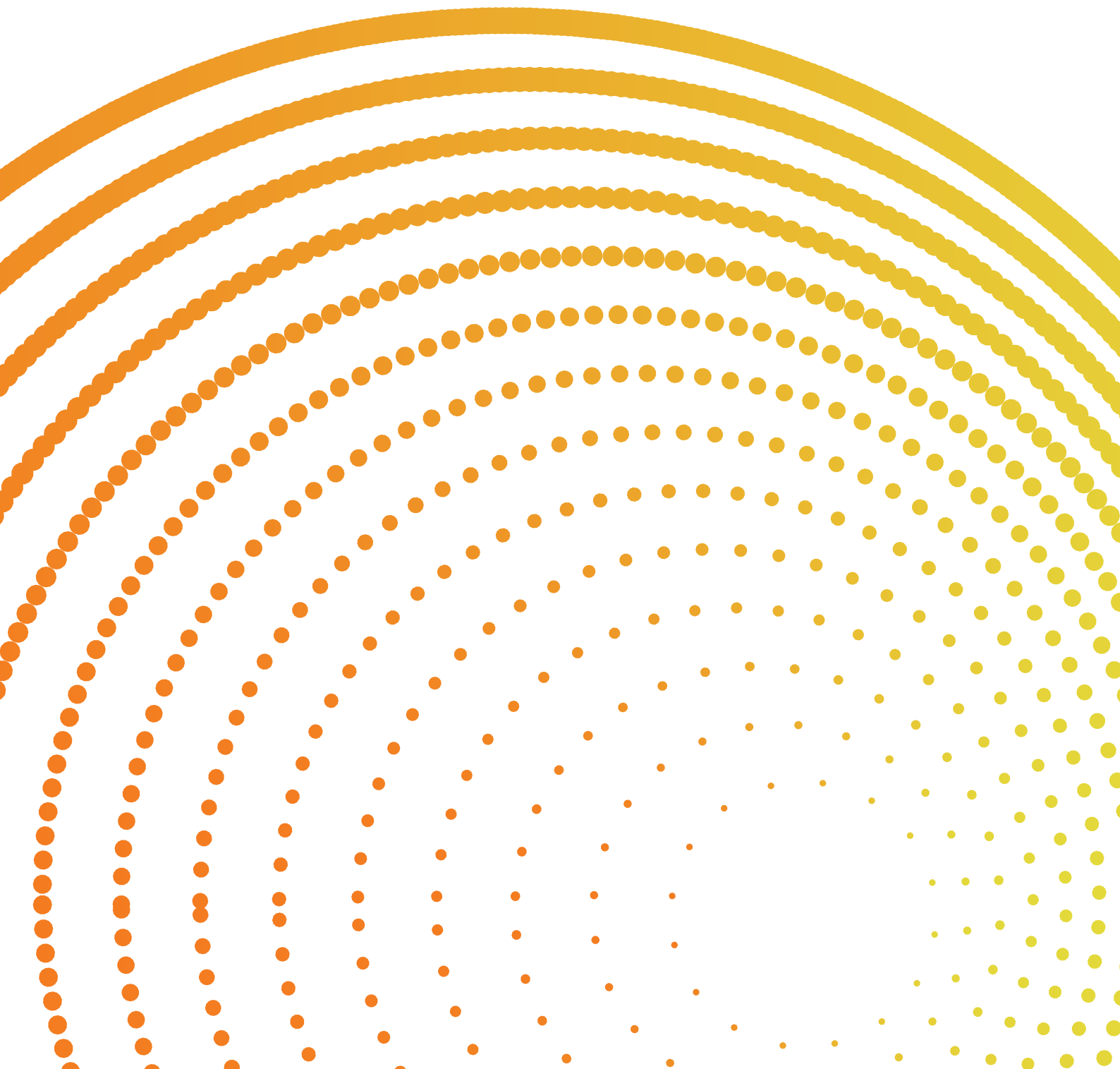

Work Health, Wellbeing and Safety Policy 2022

MOLYCOP

Molycop Legal



Work Health, Wellbeing and Safety Policy

In this Work Health, Wellbeing and Safety Policy (**this Policy**), Molycop means any company or business within the Molycop group of companies and businesses, including any other companies and businesses that may be acquired by or form part of the Molycop group from time to time.

Corporate Objective

Molycop is committed to achieving world class performance in work health, safety and wellbeing. Molycop will create and maintain a safe and healthy working environment and safety culture. Molycop is committed to achieving “Goal Zero”, which is zero work-related incidents, injuries or illnesses to workers and visitors to Molycop managed sites.

Molycop also recognizes that mental health, the often-unseen injury and illness, is an important part of our safety culture and environment. Raising awareness and continuing to normalizing the issue and attitudes is an important part of our safety improvement plans.

Consistent with this Molycop will:

- Manage policy implementation, facilitate stakeholder understanding and be committed to continual policy maintenance and improvement
- Establish and monitor measurable objectives and targets to continually improve health and safety performance. This will take into account evolving community expectations, management practices, statutory obligations, scientific knowledge, technology, and business structure
- Demonstrate due diligence and apply adequate standards and resources that reflect Molycop’s commitment to workplace health and safety
- Demonstrate compliance with applicable health and safety laws, regulations, standards and other relevant requirements
- Manage risk by implementing systems to identify hazards, assess, control and monitor risk measures, and implement the appropriate mitigating actions, taking into account the variable nature of workplace activities and related health and safety risks
- Consult with and involve workers in the management of workplace health and safety. This includes the setting of objectives and targets, the development of policies, procedures and systems, and the decision-making process regarding the management of risks in the workplace
- Inform workers and visitors to Molycop managed sites of their obligations regarding this Policy. Communicate openly on health and safety matters and disseminate health and safety information to workers and visitors.
- Educate and train managers and workers, to enable them to work safely
- Raise awareness of mental wellbeing, reduce stigma and increase the capacity of our leaders to recognize and support individuals experiencing mental illness
- Assign responsibilities and authorities to individuals, and hold them accountable.
- Monitor and review health and safety management performance and trends. This includes regularly auditing work health and safety management systems, to assess effective implementation and maintenance of this Policy. This will assist in identifying and responding to further improvement opportunities
- Support relevant work health and safety research and initiatives.



Jim Anderson

Chief Executive Officer
August 2023



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