

Gippsland Critical Minerals HEALTH, SAFETY AND ENVIRONMENT POLICY

1. Introduction

Gippsland Critical Minerals is committed to managing our business, focusing on the health, safety, and the wellbeing of our people and in caring for the environment in which we operate. We do this by providing a safe workplace where no injury or harm to health is considered acceptable and through acknowledging a responsibility to our environment by using resources efficiently and responsibly.

2. Policy objectives

Gippsland Critical Minerals Health, Safety and Environment objectives include:

- all of us going home from work without injury or illness.
- no business objectives taking priority over health and safety; and
- undertaking proactive environmental management practices.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants, and any other party representing Gippsland Critical Minerals wherever it operates across the world.

4. Policy statements

- We all demonstrate a strong focus on health, safety and environmental behaviour and competence by maintaining a clear focus on safety leadership and accepting accountability for personal safety and the safety of others.
- We recognise that sustainability is an integral and multi-disciplinary part of our business that must be considered in all decisions.
- We will always comply with workplace health, safety and environmental laws and regulations and aim to go beyond compliance to undertake proactive health, safety, and environment management practices.
- We continuously review our operations to identify, assess and control environmental impact and actively promote the reduction of waste within our operation.
- We will set company-wide health, safety and environment targets and performance against these targets will be monitored, measured, and reported on to the Board.
- We will report any actual or potential environmental incidents or spills irrespective of the severity and report on our environmental performance.

5. To achieve these objectives, we will:

- develop a culture that recognises the importance of demonstrating safety leadership behaviour by embedding this as an expectation in all our planning, systems, and procedures.

- work to ensure that we have technically sound plant and equipment; and work that is well designed, planned, executed, supervised, and improved by trained and competent people.
- undertaking all necessary environmental assessments for our operations and use the best available evidence to identify how we can prevent, minimise, mitigate, or remediate any harmful effects of our operation on the environment.
- provide appropriate levels of training, development and mentoring to ensure our employees and contractors are aware of this policy and how it is implemented.
- encourage our people to collaborate and share learnings to proactively prevent incidents.
- learn from incidents and strive to continually improve our health, safety, and environmental performance; and
- monitor, maintain and improve, where required, health, safety, and environment risks using robust systems, governance, and assurance processes.

6. Policy Review

This policy will periodically be reviewed by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Gippsland Critical Minerals Code of Conduct
- Gippsland Critical Minerals Whistle-blower Policy

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	J. Patarica	Chairman: B. Farrell	June 2021	June 2023



We acknowledge the Gunaikurnai People as the Traditional Aboriginal Owners of country that encompasses the proposed Fingerboards Project area. We pay our respects to their culture and their Elders past, present and emerging. Gippsland Critical Minerals is committed to creating a safe and inclusive environment for all its employees.