

## HEALTH AND SAFETY POLICY

Rupert Resources considers the health and safety of employees, contractors, visitors and local communities to be of the greatest importance and commits to providing a safe and healthy environment and aims for zero harm in the workplace.

### To achieve the above, Rupert Resources commits to:

- Exceed the requirements of all applicable national employment, occupational health and safety laws and regulations and apply best available techniques and international best practice to health and safety management.
- Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards, and prevention of occupational diseases, based upon a recognised international standard or management system.
- Identifying, assessing, and eliminating potential risks associated with our activities to employees, contractors, the environment, and communities.
- Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures.
- Providing continuous occupational health and safety training and ensuring that all contractors and partners understand and meet our health and safety requirements.
- Ensuring that appropriate resources are provided to improve occupational health and safety.
- Fostering and maintaining a positive safety culture, behaviour, and awareness
- Encouraging and supporting our employees to take part in programmes which enhance health, safety and well-being.
- Developing, maintaining, and testing emergency response plans. Where risks to external stakeholders are significant, this is done in collaboration with potentially affected stakeholders and consistent with established industry good practice.

### Employees and contractors working at the Company's operations play a key role in achieving these objectives by:

- Taking ownership of occupational health and safety management programmes and initiatives, complying with company standards and procedures; and
- Maintaining a safe working environment in which open dialogue with and between employees is encouraged.