

# Safety and Health Policy

## Scope

This Safety & Health Policy applies to all people employed by Horseshoe Metals Limited (“Company”) and its associated bodies corporate.

## Purpose

All activities undertaken by Horseshoe Metals Limited will be carried out so as to protect the safety and health of employees, contractors, visitors and the community. All activities will comply with our Safety Management Plans and goals and strive for best practice performance. Occupational Safety & Health issues will rank equally with our objectives for production, cost control and quality assurance.

### To achieve this, Horseshoe Metals Limited will:

- Utilise Safety Management Systems to ensure that hazards and risks are identified, assessed and controlled, in all our activities.
- Provide and maintain a safe and healthy work environment and equipment, by complying with or exceeding all practicable statutory requirements, standards, and codes of practice.
- Provide leadership, consultation and resources to create a situation where personnel have the ability and desire to achieve a safe, healthy and productive workplace.
- Provide information, education, instruction, training and supervision.
- Employ only those contractors who demonstrate a high level of commitment to Occupational Safety & Health and have a proven record of high safety standards.
- Measure, review and communicate safety, health and other business targets to ensure performance is continually improved.

### The specific Safety & Health Responsibilities of personnel are:

#### Managers and Supervisory personnel

To ensure that our business operations are safe and do not present hazards or risks to people. This will be achieved by ensuring legislative and Company requirements are known and understood by all personnel (including contractors) under their control, and by ensuring that all personnel (including contractors) are competent to perform the tasks for which they are employed.

#### Employees

All employees are expected to comply with legislative and Company requirements and fulfil their roles with a duty of care to all persons.

#### Safety & Training Personnel

To comply with the requirements as an employee and to provide specialist advice and assistance to any persons in the areas of Occupational Safety & Health.

All personnel are expected to use their skills and knowledge to improve safety and health. We are totally committed to this safety and health policy.

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This Policy was adopted by the Board of Horseshoe Metals Limited on 18 November 2021