



OHS Policy

Grange Resources is committed, so far as is reasonably practicable, to a policy enabling work activities to be carried out safely, minimise the risks to health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations.

We are committed to fulfilling all requirements for safety within the Work Health and Safety Act and Regulations 2012, the Mines Work Health and Safety (Supplementary Requirements) Act and Regulations 2012, all applicable Codes of Practice and Australian Standards and including for the avoidance of doubt but not limited to ISO45003 2021 covering Psychological Health and Safety at Work. Grange will continue to strive towards ongoing improvement of the safety management systems.

Our Grange Resources safety systems are inclusive of psychological safety risk management, we commit to fulfil all legal and other requirements related to mental health risks and to review this topic on the OHS meeting agenda for ongoing consultation, communication, and monitoring.

RESPONSIBILITIES

Management

Management has an obligation, so far as is reasonable, to provide and maintain:

- ◆ A safe and psychologically sound working environment
- ◆ Safe systems of work
- ◆ Plant and substances in safe condition
- ◆ Facilities for the welfare of workers
- ◆ Information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health; and
- ◆ Consultation, co-ordination and co-operation with health and safety in the workplace

Workers

Each worker has an obligation, so far as is reasonable, to:

- ◆ Comply with safe work practices, including respect at work practices, with the intent of avoiding injury or harm to themselves and others or damage to plant and equipment
- ◆ Take reasonable care of the physical and mental health and safety of themselves and others
- ◆ Wear personal protective equipment and clothing where necessary
- ◆ Comply with any lawful direction given by management for health and safety
- ◆ Not misuse or interfere with anything provided for health and safety
- ◆ Report all accidents and incidents on the job immediately, no matter how trivial; and
- ◆ Report all known or observed hazards to their supervisor or manager

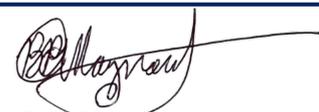
Implementation of this policy

We seek the co-operation of all workers, customers, and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero-injury rate.

Accountability

All stakeholders will be held accountable under this policy and may be subject to action for breaches of this policy under an applicable policy or contract.


Honglin Zhao
Chief Executive Officer


Ben Maynard
Chief Operating Officer