

Occupational Health and Safety Policy

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1 Applicability

A reference to **Firefinch** in this policy is a reference to:

- (a) Firefinch Limited ABN 11 113 931 105 (**Company**) and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This policy applies to all directors, officers, employees, consultants and contractors of Firefinch (**Personnel**).

This policy also applies, as far as is reasonably achievable, to Firefinch's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this policy via the Company's website. Training or awareness sessions on this policy will be held from time to time, as required.

2 Purpose and objectives

Firefinch is committed to provide and maintain a safe and healthy work environment, with the target of "zero" incidences of occupational injuries and illnesses in the work place.

Firefinch believes that attaining a high level of performance in occupational health and safety is critical to the long term success of its business.

The purpose of this policy is to provide a framework for Firefinch to achieve its occupational health and safety objectives while achieving its operational aims.

3 Strategy

To meet the objective of this policy, Firefinch will:

- (a) Prioritise occupational health and safety in all activities.
- (b) Stop or delay work where effective risk management controls are not in place.
- (c) Comply with all applicable laws and regulations as a minimum and apply corporate and industry standards.
- (d) Ensure the ongoing physical integrity of equipment and facilities.

- (e) Continuously improve work processes, practices and behaviours in learning from past industry performance with an aim to eliminate occupational injury and illness. Monitor, measure and report occupational health and safety performance in a transparent and timely manner.
- (f) Implement and assign accountability for Firefinch’s standards, guidelines and procedures.
- (g) Create a culture that empowers and rewards the workforce to act in accordance with this policy.
- (h) Communicate this policy to Personnel and any applicable Third Parties and make them aware of their occupational health and safety obligations.
- (i) Support and develop Personnel and any applicable Third Parties within a culture of ownership and responsibility for occupational health and safety.

4 Responsibilities

4.1 CEO

The Managing Director or Chief Executive Officer of the Company (**CEO**) is accountable to the Company’s board of directors (**Board**) for ensuring this policy is effectively implemented.

4.2 Personnel and Third Parties

Personnel and any Third Parties must recognise, and understand and accept individual responsibility for their own, and each others’ safety and:

- (a) Comply with all Firefinch’s policies and procedures, with the intent of avoiding injury and damage to plant and equipment.
- (b) Take reasonable care for their own, and others, health and safety.
- (c) Comply with any reasonable direction given by a supervisor or manager in relation to health and safety.
- (d) Not misuse or interfere with anything provided in the interest of health and safety.
- (e) Report all accidents, incidents and injuries, and any known or observed hazards in the workplace immediately to a supervisor or manager.

5 Review

The Board will review this policy at least annually, and update it as required.

Date adopted	
Last review	
Policy Reference	