



POLICY OCCUPATIONAL HEALTH AND SAFETY

At Western Areas Ltd (WSA), the safety of our people is fundamental to the success and sustainability of our operations. This principle is supported by an organisational culture that emphasises individual empowerment and accountability. We believe that through effective consultation, visible commitment by Managers and the active involvement of all personnel we will achieve the best possible OHS performance outcomes.

A high level of safety performance is our highest priority. The Company's goal is to provide and maintain a physical and psychosocial work environment without risks to health and safety and to consider the welfare of employees, consultants, contractors, visitors and the broader community in all our dealings.

To achieve this goal, the Company's Occupational Health and Safety Policy includes the following key commitments;

- This policy applies to all managers, supervisors, contractors, consultants, Company employees ('Workers') who are accountable for OHS performance in their respective areas;
- WSA's decision making process at Board and Management levels will incorporate the protection of health and safety as a core value;
- The Board and management will establish and maintain sufficient resources and management systems to ensure a safe working environment;
- WSA will implement and maintain an effective risk management process that will control risks and be consistent with the nature of workplace activities and scale of health and safety risks;
- WSA will implement and maintain this policy and ensure that it is regularly reviewed, evaluated and improved in order to ensure its relevance in a changing operational environment;
- WSA will establish measurable safety objectives and targets in order to ensure continued safety improvement aimed at the elimination of work-related injury and illness. We will regularly report our progress toward these targets to our employees and contractors;
- Workers will be consulted and involved in decision processes on matters affecting health and safety;
- WSA will ensure that relevant safety information, instruction, training and supervision are provided to assist all workers to perform their work in a safe and efficient manner;
- WSA will regularly measure and review OHS performance through regular scheduled audits to ensure that our objectives are being achieved;
- WSA will comply with legal statutory requirements aimed at promoting health, safety and environmental management as a minimum. Where these provisions do not exist, we will apply internal standards that minimise any adverse impacts arising from WSA operations; and
- WSA will only engage those contractors and consultants who embrace similar occupational health and safety standards as WSA.

The responsibility for health and safety performance, including training for each employee, rests with WSA's Board and management. The identification of potential health and safety risks requires ongoing review by employees, management and the Board.

A handwritten signature in black ink that reads "DR Lougher".

Dan Lougher
Managing Director
6/07/2021