

HEALTH, SAFETY & WELLBEING POLICY



Gold Road Resources Limited (**Gold Road or the Company**) is committed to the Health, Safety and Wellbeing of our employees and contract partners through:

- The provision of safe and healthy working conditions to prevent work related injuries and ill health.
- Fulfillment of our legal obligations and requirements.
- Appropriate risk management to eliminate or mitigate hazards.
- The consultation and participation of all workers in the identification and control of workplace hazards and risks.
- Embedding and sustaining a Courageous, Authentic, Responsible and Empowering (CARE) health, safety & wellbeing culture.
- Establish, monitor and review measurable workplace health and safety objectives.
- Continual improvement in all areas of health, safety and wellbeing.

The following core health, safety and wellbeing values form the basis of achieving Gold Road's aim of 'eliminating workplace illnesses and injuries':

- Our people are valued and we are committed to ensuring the physical and mental health, safety and wellbeing of all of our people;
- We will embed and sustain a culture where all employees and contract partners understand that everyone is accountable and responsible for their own health, safety, and wellbeing and that of others.
- Workplace illnesses and injuries are preventable through effective health, safety and wellbeing management, an interdependent health, safety and wellbeing culture that includes continual learning and improvement from hazards, near hits and incidents.
- Communication and consultation are integral to working together for a safer workplace.

To achieve Gold Road's aim of 'eliminating workplace illnesses and injuries', Gold Road will:

- Actively and continuously seek to report and rectify all hazards, non-compliances, near hits, and incidents to provide a safe working environment for all.
- Undertake risk management activities to identify, prioritise and control all risks that may negatively impact health, safety and wellbeing risks in the workplace.
- Implement and maintain a fit-for-purpose health, safety and wellbeing management system and appropriate work practices aligned with the AS/NZS ISO 45001:2018.
- Actively involve and engage relevant stakeholders in the development, implementation and improvement of health, safety and wellbeing standards, procedures and practices.
- Ensure employees, contract partners and visitors are provided with the information, instruction, training and supervision necessary to ensure their health, safety and wellbeing of those around them.
- Ensure employees and contract partners are provided with the equipment, facilities and resources to ensure that they carry out their duties safely.
- Regularly communicate and consult with our employees, contract partners, consultants and as appropriate regulators, local communities and other stakeholders on relevant health, safety and wellbeing matters.

HEALTH, SAFETY & WELLBEING POLICY



- Comply with or exceed all relevant legislation, applicable standards and guidelines, and all relevant policies and procedures.
- Maintain a high level of crisis and emergency management capability, commensurate with current and emerging risks, with an executive leader assigned the responsibility for that capability.
- Strive to continually improve its health, safety and wellbeing performance.

This policy is to be reviewed on an annual basis by the General Manager Capability & Culture in consultation with the Managing Director and CEO, and presented to the Risk and ESG Committee for review and recommendation to the Board.

We will be successful when we achieve our aim of *'eliminating workplace illnesses and injuries'*.

Version Number	Revision Date	Document Owner	Document Approver
Version 5.0	26 August 2022	GM Capability & Culture	Board of Directors