

## Purpose

KGL Resources (**KGL**) is committed to providing and maintaining a safe and healthy workplace for people carrying out work for KGL, including as officers, employees, contractors and volunteers (**Workers**) as well as clients, visitors and members of the public.

Work Health and Safety (**WHS**) is a fundamental part of our business and no business priority comes before WHS.

This Policy applies to KGL Resources and all of its Workers. Everyone is responsible for safety at work, all injuries and accidents can be prevented, and it is our utmost priority that everyone arrives and goes home safely.

Our goal is Zero Harm; this requires us to ensure that we have the highest level of WHS performance at our operations with a focus on continuous improvement.

This Policy should be read in conjunction with KGL's other policies including its Mental Health and Wellbeing Policy, Bullying and Harassment Policy, and Diversity and Inclusiveness Policy.

## Work Health and Safety Objectives

### KGL is committed to and accountable for:

- Embedding health and safety into our business planning, development and decision-making processes.
- Operating safely and complying with all applicable WHS legislation.
- Eliminating or minimising workplace hazards and risks, so far as is reasonably practicable.
- Providing Workers with appropriate personal protective equipment and safety equipment.
- Giving Workers the training, opportunity and encouragement to learn about, and assist to identify, the risks associated with their work and how to mitigate them.
- Communicating openly with our Workers and other stakeholders regarding WHS initiatives and concerns.
- Maintaining corporate business requirements that demand high levels of safety performance from our sites.
- Maintaining audit functions which monitor and assess our operational compliance with WHS requirements.
- Establishing safety objectives, targets and a plan for the implementation of this Policy and monitoring our performance.
- Striving to continuously improve our performance.
- Caring and watching out for each other.

# WORK HEALTH AND SAFETY POLICY

## KGL Workers are accountable for:

- Their own health and safety.
- Complying with this Policy, as amended from time to time, and all relevant WHS laws
- Executing activities and actions that do not place others at risk.
- Actively participating in WHS training.
- Actively identifying workplace hazards and risks, and making recommendations to reduce, if not, eliminate the risks these hazards present.
- Promptly reporting any hazards and unsafe practices or conditions to their manager.
- Understanding and following KGL's WHS requirements including WHS instructions, procedures and rules.
- Understanding this Policy and seeking clarification from management where necessary

## Appropriate Action

Any Worker found to have engaged in unsafe or other unlawful behaviours may be subject to disciplinary action, up to and including termination of their employment without notice or ending of their engagement with KGL. The appropriate action will be determined on the particular circumstances.

In the event that a breach of this Policy constitutes a breach of any laws or regulations, KGL may report the breach or enforce the relevant legal right or entitlement, whether on its own behalf or on behalf of a KGL Worker (to the full extent permitted by law)



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Managing Director

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