



Health and Safety Policy

Approved by the Board of Directors on 25 June 2024

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 **EcoGraf™**

Statement

EcoGraf is committed to ensuring the health and safety of its stakeholders.

All individuals are entitled to a safe and healthy environment, whether working within or at the Company's operations or residing in affected communities. The extractives industry is subject to safety risks, which the Company will strive to prevent by incorporating safety behaviours to underpin a strong safety culture. This will encompass the prevention and mitigation of community health and safety risks.

The Company's commitments to prioritising health and safety in all aspects of its operations, as well as surrounding communities, are outlined in this policy.

Scope

The Company expects its employees, officers, consultants and contractors to be aware of, observe, and act in alignment with this policy.

Commitments

- Provide and maintain a safe working environment, encompassing plant and equipment, appropriate personal protective equipment (including gender considerations), site inductions and systems of work.
- Develop and maintain a work, health and safety management system (WHSMS) that facilitates hazard identification, risk assessment, incident reporting and investigation, together with the implementation of control measures to ensure the health and safety of workers.
- Develop, implement and evaluate occupational health services that support the physical and mental health of workers and contractors.
- Establish a formal joint management-worker health and safety committee in consultation with employees and health and safety representatives.
- Develop emergency preparedness and response systems and procedures in consultation with workers' health and safety representatives and affected communities.
- Provide ongoing safety training on work related hazards.
- Implement systems and processes to communicate and receive feedback on health and safety.
- Respect the 'right to say no' of workers and contractors who determine that the work situation is unsafe.
- Provide accommodation for workers and contractors in accordance with good international industry best practice (GIIP).
- Permit onsite employees to exercise their basic human rights, such as freedom of movement and freedom of association.
- Regularly monitor and report the safety performance of employees and contractors.
- Ensure confidentiality of employee and worker medical information.
- Provide workers and local communities with access to a grievance mechanism.
- Develop a community health and safety risk management plan in consultation with local communities and other relevant stakeholders.

- Ensure all safety related communications are conveyed in comprehensible formats and languages.
- In line with the Company's Risk Management Policy, conduct due diligence at regular intervals to identify, prevent, mitigate, measure and evaluate health and safety risks for workers, contractors and local communities.
- Develop and implement a procurement policy that establishes the health and safety standards required of vendors providing products and services.
- Communicate this policy to all Company representatives, including employees, officers, consultants and contractors.
- Support supply chain partners and joint venture collaborators to uphold the Company's health and safety commitments.
- In line with the Company's Code of Conduct, comply with the laws and regulations of the countries in which the Company and its subsidiaries operate.

Definitions

Affected Community

A community that is exposed to risks or impacts from a project and/or operation.

Good international industry best practice (GIIP)

The application of professional expertise, diligence, judgement and planning that would be expected from experts working on a project of the same nature in a similar setting in a global or regional context.

Supporting Principles and Standards

- Convention 176–Safety and Health in Mines
- International Covenant on Economic, Social, and Cultural Rights
- International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- Equator Principles
- Global Reporting Initiative (GRI) Standards
- IFC Performance Standards
- Initiative for Responsible Mining Assurance (IRMA) Standard
- United Nation's Guiding Principles on Business and Human Rights

Supporting Policies

- Code of Conduct
- Sustainability Statement
- Human Rights Policy
- Environment Policy
- Communities Policy
- Risk Management Policy

Review

This Policy will be reviewed annually.