
This Policy defines the standard for **Health and Safety** across Stanmore. It is designed to convey the company's commitment to the Health & Safety of our people, and how we will deliver on this by ensuring risks are at an acceptable level, in line with our corporate values and relevant legislative obligations.

1. TERMS AND DEFINITIONS

In this Policy:

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|---------------------------|---|
| Everyone: | Board Members, Company executives, Leaders, employees, contractors, suppliers, customers and visitors |
| Health and Safety: | Short or long term affects to physical, psychological or emotional harm |

2. SCOPE

This Policy applies to all Stanmore operations and projects. Everyone is required to conduct themselves in line with this policy. Overall responsibility for ensuring processes are in place to deliver on the objectives of this policy, is held by the Stanmore CEO.

3. PRINCIPLES

Stanmore is committed to managing **Health and Safety** in our business by conducting activities in such a way that our people are not exposed to an unacceptable level of risk. This will be achieved through strong leadership and culture that proactively generates a process of continuous review and improvement. When it comes to managing **Health and Safety**, we will apply the following principles.

- A demonstrated culture of **Health and Safety** leadership along with clear individual responsibility
- Commitment to learning the lessons and being proactive rather than reactive
- Promoting a positive culture which supports the wellbeing of workplace participants and safety leadership
- An environment where respectful challenge and curiosity generates an inherent process of continuous review and improvement

4. OBJECTIVES

Stanmore will deliver on the commitment to safety and health as described in this policy by achieving the following objectives.

- Develop, implement and maintain **Health and Safety** management systems which comply with legal requirements, industry and company standards.
- Foster a positive **Health and Safety** culture based on clearly defined performance and people expectations modelled by leaders and the acceptance of responsibility by **Everyone**.
- Understand and control or eliminate identified **Health and Safety** risks via effective risk management to reduce impacts to people, assets, our community and the environment.
- Establish clear, measurable short and long-term **Health and Safety** targets as part of business planning processes.
- Involve cross-sectional teams on **Health and Safety** matters in a way that genuinely allows for input and feedback across the workforce.
- Provide and disseminate adequate information, instruction and training to allow **Everyone** to develop skills, knowledge and personal understanding about **Health and Safety** systems
- Provide sufficient Supervision to ensure the risks are understood and work activities are performed safely.

- Ensure that **Everyone** assumes responsibility for their own physical and psychological safety as well as the safety of those who may be affected by their actions.
- Allocate sufficient resources – including people, budget, safe plant and personal protective equipment - to achieve health, safety and wellbeing performance targets.
- Conducting regular evaluation and review of **Health and Safety** governance frameworks and systems via governance frameworks and audit programs.

5. COMPLIANCE AND REVIEW

The Manager Group HSE is responsible for monitoring compliance with this Policy and for reporting to the Board on a quarterly basis.