

HEALTH, SAFETY AND WELLBEING POLICY

SCMS is committed to ensuring and improving the health, safety and wellbeing of its interested parties. The health, safety and wellbeing of our interested parties is a priority and is fundamental to delivering quality mining services to our clients.

To achieve this, we will:

- a. Lead by example, demonstrating a visible commitment to health, safety and wellbeing in the workplace and delivering on our responsibilities.
- b. Commit to continuous improvement in work health and safety (WHS) outcomes through the implementation of an organisational framework which involves all parties in preventing injuries and illness at the workplace by promoting a safe and healthy working environment.
- c. Take action and comply with or exceed the **ISO 45001** standard requirements as well as legal duties and clients requirements to ensure the health, safety and wellbeing of our workers and others.
- d. Empower our workers with the necessary knowledge, skills and abilities to fulfil health, safety and wellbeing responsibilities.
- e. Ensure relevant health, safety and wellbeing information, data, training and feedback is readily available and that clear governance mechanisms are in place.
- f. Embed a workplace culture that empowers the proactive identification of health, safety and wellbeing risks and management of such risks through elimination or mitigation strategies.
- g. Incorporate health, safety and wellbeing and good work design into organisational and operational planning and actions.
- h. Continually improve and build the resilience of the safety management system through consultation, work practices, assurance activities and safety performance monitoring and review.
- i. Consult with our workers and shared duty holders about matters relating to health and safety.
- j. Actively participate in the proactive identification of hazards and risks associated with our own work and make decisions about ways to eliminate or minimise risks as low as reasonably practicable.
- k. Constantly strive to minimise harm through the early reporting and response to workplace incidents, their effective and timely investigation and the ongoing monitoring of risk controls.
- l. Provide early intervention and support for employees with injury or illness, to optimise recovery and enable safe and sustainable return to work or stay at work.