

Policy

Health & Safety

22 October 2025

At 29Metals, Safety First is part of our Values. Ensuring the health, safety and wellbeing (including mental health) of our workforce, and the communities in and near where we conduct our business, must be front of mind in everything that we do. Safety is non-negotiable.

Demonstrating our commitment we will:

- promote an inclusive workplace with a strong culture of commitment and accountability that ensures everyone goes home safe and well, at the end of every shift;
- promote wellbeing, including mental health, through awareness and training, provision of support services and positive workplace behaviours;
- ensure all work is appropriately designed, informed by an assessment of risk and reliably delivers safe outcomes, with a focus on continuous improvement and learning;
- only perform work when the workplace is safe, the correct tools and equipment are in place, competent people with the right skills and experience are available, and that there is enough time to complete it;
- demonstrate leadership accountability to promote safe behaviours and our commitment to an inclusive workplace;
- implement and maintain robust health and safety management systems across our business, focusing on hazard identification and management of risks;
- share learnings across our business;
- comply with applicable legal and regulatory requirements as a minimum standard; and
- ensure that the commitments in this Policy are applied in business planning and decision-making processes.

This Policy will be reviewed every two years to ensure that it remains relevant and appropriate to our business activities, industry standards and the expectations of our stakeholders.

Document Control

Document Owner	Chief Executive Officer
Review Committee	Sustainability Committee
Approval Authority	Board of Directors