

Evolution Energy Minerals Limited (**Evolution**) is committed to the Health and Safety and the protection of our employees and contractors from injury and/or occupational disease through:

- The provision of safe and healthy working conditions
- Fulfillment of our legal obligations and requirements
- Appropriate hazard and risk management
- Embedding and sustaining a Courageous, Authentic, Responsible and Empowering (CARE) health, safety & wellbeing culture
- Continual improvement in all areas of health, safety and wellbeing.

The following core health, safety and wellbeing values form the basis of achieving Evolution’s aim of ‘eliminating workplace illnesses and injuries’:

- Our people are valued and we are committed to ensuring the physical and mental health, safety and wellbeing of all of our people;
- We will embed and sustain a culture where all employees and contract partners understand that everyone is accountable and responsible for their own health, safety, and wellbeing and that of others;
- Workplace illnesses and injuries are preventable through effective health, safety and wellbeing management, an interdependent health, safety and wellbeing culture that includes continual learning and improvement from hazards, near hits and incidents; and
- Communication and consultation are integral to working together for a safer workplace.

To achieve Evolution’s aim of ‘eliminating workplace illnesses and injuries’, Evolution will:

- Actively and continuously seek to report and rectify all hazards, non-compliances, near hits, and incidents to provide a safe working environment for all;
- Undertake risk management activities to identify, prioritise and control all risks that may negatively impact health, safety and wellbeing risks in the workplace;
- Implement and maintain a fit-for-purpose health, safety and wellbeing management system and appropriate work practices;
- Actively involve and engage relevant stakeholders in the development, implementation and improvement of health, safety and wellbeing standards, procedures and practices;
- Provide employees, contract partners and visitors with the information, training and supervision necessary to ensure their health, safety and wellbeing of those around them;
- Provide employees and contractors with the equipment, facilities and resources to ensure that they carry out their duties safely;
- Regularly communicate and consult with our employees, contractors, consultants and as appropriate regulators, local communities and other stakeholders on relevant health, safety and wellbeing matters;
- Comply with or exceed all relevant legislation, applicable standards and guidelines, and all relevant policies and procedures; and
- Strive to continually improve its health, safety and wellbeing performance.

This Policy will be reviewed periodically to ensure it remains relevant to the needs of Evolution and its stakeholders.

Rev	Description	Prepared By	Reviewed By	Approved By	Date
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