



BELLEVUE GOLD

Health and Safety Policy

1. INTRODUCTION

Bellevue Gold Limited (**Company**) commits to providing a safe and healthy environment for all workers and any other person at a workplace.

The Company is committed to upholding our PACE core values and embedding a culture that promotes workplace respect; where health, safety and wellbeing are paramount in preventing workplace accidents, injuries and illness and supporting positive mental health and wellbeing.

The Company will continue to evolve its Workplace Health and Safety Management System through consultation, collaboration, communication, and continuous improvement, utilising a risk based approach. This is achieved through a policy framework that reflects current practice and ensures accountability. Safety leadership is encouraged at all levels of the business, demonstrated through engaged interactions, accountability and commitment to the health, safety, and welfare of our people.

Through innovation and continuous improvement, the Company is committed to integrate effective risk management with the aim of avoiding any incidents that have the potential to harm workers and any other person at a workplace and comply with relevant legal obligations.

2. GENERAL PRINCIPLES

The Company's approach to the health, safety and wellbeing all workers and any other person at a workplace engaged in the Company activities is guided by the following general principles:

- The Company acknowledges that the health, safety, and wellbeing of its people is paramount;
- The Company provides and supports an environment for work where our people can thrive and flourish;

- The Company aims to demonstrate leadership and best practice frameworks in workplace health and safety (OHS) and wellbeing;
- The Company provides and supports services, programs and initiatives to empower workers and any other person at a workplace to meet their responsibilities and contribute to fostering an inclusive and consultative culture of safety, good health, and wellbeing;
- The Company communicates and consults with workers and any other person at a workplace on the Company activities impacting their physical and mental health, safety and wellbeing;
- The Company monitors and reviews its performance at all levels to continuously improve the management of workplace health, safety and wellbeing; and
- The Company undertakes a proactive approach to prepare, respond, and recover from emergencies and crises (as documented in the Company's Emergency and Crisis Management Plans). Additionally, the Company supports an appropriately resourced Emergency Response Team to respond effectively to incidents.

3. WORKPLACE HEALTH AND SAFETY MANAGEMENT SYSTEM

The Company's Workplace Health and Safety Management System (WHSMS) provides a framework for:

- creating an accessible health and safety management system that eliminates or minimises risk of injury or illness to worker and any other person at a workplace associated with the Company's operations;
- engaging with all workers and any other person at a workplace to create a safe working and learning environment and safe systems of work;
- developing and maintaining a culture that encourages all personnel to actively manage health and safety risk;
- providing a continually improving health and safety management system by establishing, and monitoring progress towards measurable objectives and targets aimed at eliminating work-related illness and injury; and
- establishing a health and safety management framework to meet legislative obligations.

The WHSMS comprises an organisational structure, planning activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing and maintaining this Policy.

4. RESPONSIBILITY FOR IMPLEMENTATION AND COMPLIANCE MONITORING

All persons authorised with the management and/or supervision of others, on behalf of the Company, are responsible for the health and safety standards of the working environment and health and safety of workers and any other person at a workplace under their control.

The Company requires that any worker or person at a workplace accepts their shared responsibility to comply and cooperate in ensuring the highest possible health and safety standards are maintained in all Company activities.

5. RESPONSIBILITIES

The Company is committed to implementing this policy, which includes assigning responsibilities throughout the Company, with the following roles.

5.1 Health, Safety and Sustainability Committee

The Health, Safety and Sustainability Committee provides oversight for the Company regarding WHS matters, ensuring a coordinated approach to the management of health, safety and wellbeing.

5.2 Executive Management Team

The Executive Management Team is mandated to appropriately resource the Company to ensure standards are communicated and implemented throughout the Company.

5.3 Managers

Managers shall ensure that appropriate health and safety systems and standards are developed and implemented across the organisation to deliver on the Company's key driver of providing a safe work environment. This includes ensuring that workers and any other person at a workplace have adequate training and resourced so as to not be exposed to an unsafe work environment.

5.4 Supervisors

Supervisors shall ensure that employees are trained and adhere to the health and safety standards and systems implemented at the Company.

5.5 Workers and any Other Person at a Workplace

Workers and any other person at a workplace have responsibilities and requirements, that they must:

- be fit for work;
- ensure they follow all policies, standards, procedures and instructions;
- report all hazards, equipment faults and incidents within the workplace as soon as practical;
- not operate machinery or undertake any task they are not trained and deemed competent to do so; and
- take reasonable care to ensure no person is exposed to any risk of injury from identified hazards, equipment faults, incidents or omissions.

6. LEGISLATION

The *Work Health and Safety Act 2020* (WA) (**WHS Act**) and subordinate legislation provide a framework to protect the health, safety and wellbeing of workers in Western Australian workplaces. The WHS Act makes provision about, and in connection with:

- the health and safety of workers;
- health and safety at workplaces; and
- risks to health and safety arising from work.

7. SAFETY DUE DILIGENCE PROCESS

The Company recognises its legal obligations under work health and safety laws and ensures it complies with its work health and safety obligations.

Due diligence involves taking reasonable steps to secure compliance. This is achieved through:

- maintaining current work health and safety knowledge as it applies to our operations;
- understanding the nature of the hazards and risks present in our operations;
- ensuring the Company utilises appropriate resources and processes to eliminate or minimise health and safety risk associated with operations;
- maintaining systems that manage incidents, hazards and risk, and responds to that information in a timely and appropriate manner ensuring legislative compliance; and
- verification of elements of the Workplace Health and Safety Management System.

8. REPORTING FRAMEWORKS

The Company will report to regulatory authorities any incident as required under legislation. The Company may seek to report health and safety statistics aligned with globally recognised sustainability frameworks, such as the Sustainability Accounting Standard Board's (SASB) Metals and Mining Standard and Global Reporting Initiative (GRI) (which may include GRI 403: Workplace Health and Safety (2018)).

8.1 REPORTING OF HEALTH AND SAFETY BREACHES

The Company supports early identification and reporting of health and safety risks by all workers without reprisal as an essential, proactive activity. The Company adheres to regulatory authority reporting of any incident as required under legislation.

Any unresolved concerns relating to workplace health and safety breaches within our operations or supply chain may be reported via the Company's independent whistleblower hotline (refer to the Company's Whistleblower Policy for contact details) or otherwise in accordance with the Company's Whistleblower Policy.

9. REPORTING

The Company will report health and safety matters through its annual Sustainability Report. The Company is also committed to complying with legislated health and safety statistics reporting including, but not limited to, Department of Mines, Industry Regulation and Safety (DMIRS) reporting expectations.

10. TRAINING

Training on this policy will be delivered to key staff and form a key part of site inductions and on-boarding processes and will be tracked and recorded. The Company is currently recognised as a Gold Mental Health First Aid Skilled Workplace by Mental Health First Aid Australia and shall continue to maintain training for our staff in relation to mental health and wellbeing.

11. RESPONSIBILITIES

The Health, Safety and Sustainability Committee oversees the Company's health, safety and sustainability practices. Within the management team, the Managing Director and Chief Executive Officer is responsible for the Company's health and safety management. If an individual is in any doubt regarding health and safety matters, they should advise their supervisor in the first instance.

12. REVIEW

This policy will be reviewed by the Health, Safety and Sustainability Committee and the Board annually, to ensure that it continues to reflect the intent and aspirations of the Company in addressing health, safety and wellness and to reflect the intent and spirit of applicable legislation, standards, codes and guidance materials.

13. ASSOCIATED DOCUMENTS

Sustainability Policy

Health, Safety and Sustainability Committee Charter

Whistleblower Policy

Review History

Doc number:	BGL-POL-CGP-025
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