

HEALTH AND SAFETY POLICY

Northern Iron is committed to protecting the health and safety of all persons within our workplaces including employees, contractors' and visitors, whilst ensuring our activities have minimal negative impact on the environment and the greater community.

Our Objective is to embed a culture of zero harm through a belief that:

- All incidents are preventable
- We can perform our operations safely and with minimal negative impact on the environment, and
- We can be of benefit to the greater community

We will meet our Objective through:

- Embedding a culture where all employees take personal responsibility for their own safety and the safety of others
- Promoting a positive workplace culture based on effective WHS leadership, consultation and communication with employees and relevant external parties
- Promoting environmental sustainability as part of our culture
- Ensuring all employees understand their roles, responsibilities and accountabilities for the effective implementation of workplace health and safety
- Applying risk management principles to the identification, assessment, control, review and monitoring of workplace hazards, work practices and behaviours that could cause incidents, injuries, illness or environmental harm
- Ensuring all plant and equipment is fit for purpose and appropriately maintained
- Only allowing work to be conducted in accordance with agreed procedures or processes, underpinned by appropriate risk assessment methodology
- Complying with relevant WHS legal and regulatory requirements
- Providing information, training, supervision and resources allowing employees and other relevant parties to implement and maintain a safe place of work
- Managing WHS incidents, close calls and hazardous conditions consistently through early identification and reporting, methodical investigation and sharing of learnings
- Encouraging employees to maintain a healthy work-life balance

This Policy applies to all Northern Iron employees, operations, activities and services.



Rob Morrow

Managing Director

8th November 2022