



UNIMETALS

# ENVIRONMENT, HEALTH + SAFETY (EHS) POLICY

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## Our EHS Policy

The safety of our employees, suppliers, contractors, and visitors comes before all other considerations. Anyone who visits a Unimetals site should leave in the same condition in which they entered: free from harm or illness.

The environment in the areas where we operate is also of utmost importance and our operational practices are focused on protection and preservation.

The EHS Management System defines the actions we implement to continuously improve versus these aims. While we comply with all applicable environmental, health and safety laws, we strive to achieve levels of performance that exceed basic compliance requirements.

This policy demonstrates Unimetals commitment to health, safety, and environmental excellence and articulates our commitments in these areas – which are incorporated into our day-to-day business operations. This policy applies to and governs the conduct of all directors and employees within all jurisdictions.

## Our EHS Commitments

The success of EHS at Unimetals will be measured by achieving the following commitments:

- Protecting individuals by providing a safe and healthy work environment and conditions to prevent work-related injury and ill health for all workers, contractors, and visitors. Unimetals empowers all employees and contractors with the right to refuse unsafe work;
- Conducting our business in a manner that prevents pollution, protects the environment, reduces waste, and promotes the ecologically sound and sustainable use of resources;
- Complying with all applicable safety, health, and environment laws, regulations, standards, and other requirements in all of the jurisdictions where we operate as a minimum but will strive to exceed these levels of performance through standardised best practices and controls;
- Continuously improving all safety, health, and environmental aspects of our operations through measured leading performance indicators;
- Seeking to eliminate hazards and the risk to safety, health, and the environment through the evaluation of all facilities supported by appropriate risk management principles and tools;
- Educating, training, and motivating our employees (including contractors) to conduct tasks in an environmentally responsible and safe manner; and
- Consulting and engaging workers, worker representatives and contractors to ensure effective participation in matters involving the environment, health and safety.

## Our EHS Framework

The framework to achieve the above commitments is our EHS Management System. The system provides the pillars of our EHS strategies, solutions, and programs. The Unimetals EHS Management System and associated requirements are achieved through online delivery mechanisms and data capture software, employee training, and EHS tools. Expectations are outlined in EHS Standards and a verification system, which sets clear goals and targets, increases transparency, achieves accountability and improves performance.

This policy and applicable EHS standard requirements and their impact and importance to Unimetals' business reputation are communicated to all employees, contractors, and suppliers. The document is also publicly available on the Unimetals website.

This policy will be maintained through periodic review by the Unimetals Co-Founders.



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