

# Work Safety and Health Policy

Cygnus Metals Limited (ACN 609 094 653)

Adopted by the Board with effect on 27 March 2024.

---

## 1. Introduction

At Cygnus Metals Limited, we recognise that the safety and health of our employees, contractors, visitors, and the communities in which we operate is of paramount importance. We are committed to providing a safe and healthy work environment for all and strive to continuously improve our safety and health performance.

Our main goal is to prevent accidents, injuries, and occupational illnesses by implementing a comprehensive safety and health management system which complies with all applicable work health and safety legislation and reflects industry best practices.

---

## 2. Commitments

Cygnus will seek to provide and maintain a safe working environment, as far as reasonably practicable, by:

- Establishing, maintaining and actively encouraging a safety culture that emphasises the importance of safety and health in all aspects of our operations.
- Providing ongoing training and resources to enable employees, contractors, and visitors to work safely.
- Identifying and assessing all hazards associated with our operations and implementing appropriate controls and supervision to eliminate or minimise those hazards.
- Maintaining clear and concise reporting channels for all workers to efficiently report potential hazards.
- Maintaining and providing safe equipment, safe structures and safe systems of work.
- Ensuring that all work activities are planned, supervised, and performed in a safe and responsible manner.
- Conducting thorough investigations into all accidents, incidents, and near-misses to identify root causes and to prevent similar occurrences in the future.
- Monitoring and reviewing our safety and health performance regularly to identify areas for improvement.
- Regularly consulting and co-operating with employees, contractors, and their representatives on safety and health matters, and actively seeking their input and participation in our safety and health management system.

- Promoting the welfare of our employees and contractors by providing necessary work information, training and accessible support, resources and facilities to eliminate or minimise physical and psychosocial hazards or risks associated with our work.
  - Communicating our safety and health policy and performance to all employees, contractors, visitors, and stakeholders, and encouraging feedback and suggestions for improvement.
  - Keeping up to date with all applicable work health and safety legislation and industry best practice to ensure ongoing compliance with relevant changes.
- 

### **3. Responsibility**

Cygnus is committed to complying with all applicable work health and safety legislation and regulations and to continuously improve our safety and health performance. We will provide the necessary leadership, resources and support to achieve this commitment.

To ensure a safe and healthy work environment, a joint effort is required between Cygnus and our employees, contractors and visitors. We encourage everyone to work together and actively keep safety at the forefront of everything we do in our operations.

All senior managers are likewise committed to ensuring the business complies with its primary duty of care for ensuring the health and safety of employees and others. Managers will do this by exercising due diligence to ensure the business complies with its obligations under applicable work health and safety legislation.

All employees are responsible for taking reasonable care to ensure that their acts and omissions are not harmful to the health and safety of themselves or others in the workplace. Employees must also comply with all reasonable instructions with respect to health and safety and ensure they cooperate with this policy.

All other persons (i.e. contractors, consultants, and visitors) are responsible for taking reasonable care to ensure that their acts are not harmful to the health and safety of themselves or others. They must also comply with any reasonable instructions to maintain health and safety.

A failure to comply with this policy may result in disciplinary action, up to and including termination of employment.

---

### **4. Review**

This policy will be reviewed annually.