

Health and Safety Policy

This Policy reflects Coztrix's commitment to protect the health and safety of its employees, contractors, and visitors. It requires the implementation of Health and Safety (H&S) Management Standards, based on the principles of quality systems, H&S Technical Standards that address key fatal risk areas for operations and manufacturing-related activities, and H&S Health and Hygiene Standards that minimise various risks to the health of employees, contractors, and visitors. It also requires a commitment by our employees, contractors, and visitors to take the issue of their health and safety seriously. Also, this Policy reflects Coztrix's intent to deliver on measurable objectives and targets that will drive the continuous improvements necessary to pursue an injury-free and occupational illness-free workplace to achieve a culture of zero harm.

We are committed to a culture of zero harm. We have established H&S Management Standards to ensure all employees, contractors and visitors are in alignment with Coztrix's core value to "demonstrate leadership in safety." The H&S Management Standards provide the structure to fully integrate H&S into everything we do, fostering systems and processes toward the continuous improvement of H&S performance. We provide governance and periodic review to ensure the Standards remain effective, are widely used, communicated, and achieve the desired performance.

We are committed to the prevention of fatalities and serious injuries. We have established H&S Technical Standards to address key fatal risks to employees, business partners and visitors. These Standards provide a common framework for the systematic and structured identification, assessment, and management of H&S risks. We strive to integrate risk management into all aspects of Coztrix's activities, including operations, project development, acquisitions, divestments, and closures.

We are committed to occupational health and hygiene. We have established H&S Health and Hygiene Standards to minimise health risks to employees, contractors, and visitors. These Standards employ the principles of anticipation, recognition, evaluation, and control to manage a variety of occupational health hazards, such as exposure to dust and fumes, chemicals, noise, vibration, ergonomics and to address communicable and non-communicable diseases. In addition, we provide regular monitoring and medical surveillance to ensure that employees, contractors, and visitors don't experience adverse health effects.

We promote wellness and healthy lifestyles. We encourage healthy lifestyles through education about nutrition and exercise, "fit-for-duty" and physical therapy programs to promote overall better health of our employees.

We are committed to safety leadership. Coztrix strives to lead the industry in H&S performance. Toward that effort, Coztrix's Safety Journey engages employees, contractors, and visitors at all levels to improve their own safety attitudes, behaviours, and beliefs. The personal focus on H&S leadership through personal safety plans, safety shares, safety interactions, vital behaviours and leadership coaching will empower Coztrix to achieve the integration stage on Coztrix's Safety Journey.