

## HEALTH AND SAFETY POLICY

Red Hawk takes its health and safety duties and obligations very seriously and is committed to protecting the health, safety and welfare of all its workers, contractors, and visitors at its workplaces. This Health and Safety Policy provides the basis for the Red Hawk's Safety Management System.

Our officers have a positive and continuous duty to exercise 'due diligence' to ensure that the Company complies with its legal workplace health and safety obligations, for which they can be held personally liable. This due diligence includes:

- having up to date knowledge of health and safety within the workplace including their legal responsibilities, industry trends, management processes and practices, processes of review and general understanding of the business and the risks and hazards in it
- ensuring the business has (and uses) appropriate resources and processes to eliminate or minimise health and safety risks from the work carried out
- ensuring that the business has appropriate processes to receive information about incidents, hazards and risks and responds in a timely manner
- ensuring the business has and implements systems and processes to comply with the law including reporting, consultation, compliance, training, supervision, policy and procedures and a system of audit and review
- ensuring there is a system to verify, monitor and refresh

Red Hawk is committed to creating a healthy and safe working environment, and to not exposing workers to risks where reasonably practicable to do so. This includes the promotion of good mental health within the workplace by:

- raising awareness of mental illness, the risk factors, causes and symptoms
- educating workers to combat the stigma associated with mental illness
- encouraging appropriate professional intervention for workers experiencing symptoms of mental illness

Red Hawk shall ensure a safe and healthy working environment by:

- providing information, instruction, training and supervision
- implementing and maintaining a safety management system, which ensures all hazards and risks are identified, evaluated, and managed, in order to ensure everyone's safety
- ensuring that leaders understand their responsibilities and are authorised to take remedial action
- consulting with and engaging the workforce to develop and maintain safe systems of work and related procedures which meet health and safety legislative requirements

All individuals, including visitors, are required to take personal responsibility for ensuring a healthy and safe working environment by being fit for work and complying with the policies and procedures of Red Hawk.

All workers are required, and have the right, to stop work if they believe it is not healthy or safe.

We believe if we all do our part, we will run a healthy and safe operation that is constantly improving.