

Corporate Health and Safety Policy

Occupational health and safety is an integral part of the philosophies and management systems of Cyprium Metals Limited. The management and board of Cyprium Metals believes that everyone has the right to return home at the end of their work shift in the same condition in which they started - free from the adverse effects of injury and disease. Cyprium promotes and maintains a safe and healthy working environment for all employees and contractors through the implementation of its Safety Management System.

Cyprium aims to continuously review and improve its Safety Management System to ensure it meets the statutory requirements of the 2020 Work Health and Safety Act and 2022 Work Health and Safety Regulations. In order to achieve this aim, we will continuously review and aim to improve our Safety Management System by seeking input from all of Cyprium's management, employees and contractors.

Cyprium have set a number of objectives which represents our commitment to health and safety and will ensure that adequate resources are available to meet each of the following objectives:

- *The prevention of workplace injuries and disease;*
- *Communicating and consulting with our employees and contractors openly on OHS matters;*
- *The protection of employees and contractors from safety and health hazards which arise out of their work by providing safe workplaces, plant and systems of work;*
- *Meeting our legal requirements regarding safety and health as a minimum, and where possible exceeding those requirements;*
- *Recognising our responsibility and accountability for the health and safety of our personnel;*
- *Ensuring the safety of our personnel and contractors over all other interests and demands.*
- *Select appropriately qualified and competent people to the workplace to ensure the standards of safety in the workplace are maintained*
- *Provide continuous education and training to employees and contractors to ensure a continuing safe workplace.*
- *Promote a workplace culture that recognises that*
 - *ALL ACCIDENTS can be avoided and prevented and the job can be done safely*
 - *ALL PEOPLE are responsible for their safety and that of their co-workers*
 - *EVERYONE has a right and duty to work safely in a healthy environment*

The Management Team are responsible for developing, implementing and maintaining the Safety Management System to eliminate hazards and control the risks within the work environment. Managers will lead by example and display exemplary safe behaviours at all times.

Employees and contractors are all responsible for ensuring their own health and safety and the safety and health of others and to comply with instructions given regarding safety and health. It is an expectation that employees will take responsibility for immediately addressing and fixing workplace safety issues if possible, rather than leaving them for others.

Co-operation and consultation on health and safety amongst all parties in the workplace is an essential factor to achieving the objectives of this policy. We consider ourselves a team and through respect, trust and understanding, safety and health issues can be easily resolved.

This policy shall be reviewed at regular and planned intervals.