

HEALTH AND SAFETY POLICY

Mineral Resources Limited (MRL) strives to incorporate health and safety as a culture, as a value, and as a priority for our employees, contractors, visitors and the communities within which we operate (our Stakeholders).

OUR COMMITMENT

Via our Health and Safety Policy (this Policy) we will:

- ▶ Conduct business in a healthy, safe, and sustainable manner in recognition of the fundamental role that Health and Safety plays in enabling and supporting MRL to achieve its Purpose, Vision and Values
- ▶ Comply with all applicable legislation, standards, and codes
- ▶ Maintain appropriate objectives and targets to continually monitor and improve safety within our business
- ▶ Maintain all necessary Safety Standards and Management Systems to assist us in conducting our business safely and effectively
- ▶ Regularly review and refine safety policies and procedures and ensure their efficient communication.
- ▶ Prevent injury through the early identification and management of hazards and operational risks
- ▶ Prevent occupational illnesses through the identification, assessment, and management of risk factors, and monitoring the health status of our workforce
- ▶ Ensure incidents are promptly managed and seize opportunities for corrective action
- ▶ Facilitate health and safety education and targeted training
- ▶ Provide and maintain employee awareness of MRL's expectations
- ▶ Ensure Stakeholders are treated with dignity, care, and respect
- ▶ Recognise the health and safety achievements and outcomes of our Stakeholders
- ▶ Ensure this Policy is appropriately communicated to all Stakeholders and is made available to interested parties.

OUR GOALS

Safety is an integral part of how we do business at MRL and, through our commitment to this Policy, MRL aims to protect the health and safety of all our Stakeholders.

OUR RESPONSIBILITY

We shall continue to:

- ▶ Prioritise our own individual health and safety and do all things possible to avoid adversely affecting the health and safety of any other person
- ▶ Take a proactive approach toward creating a safe and healthy work environment
- ▶ Seek continual commitment and development in improving our safety performance
- ▶ Ensure resources are made available to achieve our Commitment to this Policy.

This Policy will be reviewed every two years.



Derek Oelofse
Group Financial Controller and Company Secretary
25 January 2022