

## Health, Safety and Environment Policy

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3	29.11.23	HSE POLICY STATEMENT REVIEWED AND SIGNED (Previously BRM-POL-006)	KS	PDL	PDL
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REV NO.	ISSUE DATE	DESCRIPTION OF REVISION	BY	APPROVED	Lycopodium Limited Board APPROVED

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## **1.0 GENERAL**

The HSE Policy applies to all Lycopodium Limited (Lycopodium) offices and projects.

## **2.0 GOALS AND IMPACTS**

Lycopodium has a commitment to take all reasonable steps to improve work practises towards achieving a goal of zero injuries and zero environmental impacts.

The formal setting of goals for corporate HSE statistical reporting purposes is carried out on an annual basis in consideration of trends indicated in the previous year's statistics, the five year rolling averages and forward looking work forecasts.

## **3.0 REVIEW**

The policy statement should be routinely reviewed to ensure the relevance and appropriateness to legislative requirements and the Company's activities and risks.

## **4.0 HSE POLICY STATEMENT**

Refer over page.



## HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

Lycopodium recognises that successful workplace health, safety and environmental management is of primary importance in the successful pursuit of business activities.

Lycopodium is committed to conducting its operations in a manner that will not cause workers, contractors or other persons to be put at risk. Further, Lycopodium is committed to minimising and mitigating direct and indirect environmental aspects. Lycopodium will take all reasonably practicable steps to eliminate and minimise risks to health, safety and the environment in the pursuit of our goal of zero injuries to people and zero environmental impacts to those communities in which we operate.

Lycopodium will do its utmost to:

- Abide by the work health and safety laws and standards, and the environmental regulatory systems, applicable to the locations in which we operate.
- Implement a risk management framework to identify and eliminate or minimise risks.
- Provide safe plant and structures for safe work activities.
- Ensure leaders are accountable for Health, Safety and Environmental risks.
- Provide relevant policies, procedures, systems and training to enable effective management of Health, Safety and Environmental activities.
- Establish clear, measurable targets, objectives and initiatives to improve the health and safety performance on all projects.
- Provide effective consultation and communication both internally and externally for the participation in and the dissemination of Health, Safety and Environmental information.
- Actively respond to and investigate all incidents and near misses to prevent recurrence.
- Maintain the Health and Safety Management System in accordance with AS/NZS ISO 45001:2018 and Environmental Management Systems to AS/NZS ISO 14001:2015.
- Protect the environment including the prevention of pollution in the areas where we operate.
- Recognise the importance of collaborating and cooperating with our employees in the continual improvement of a safe and healthy workplace and environmentally sustainable future.

All employees have a responsibility to work safely, comply with any reasonable verbal or written instruction, and take good care that their acts or omissions at work do not adversely affect the health and safety of other persons or adversely affect the environment.

A handwritten signature in blue ink, appearing to read "Peter De Leo".

**PETER DE LEO**  
**MANAGING DIRECTOR**

**November 2023**