

Policy Commitments

The health and safety of our employees, contractors, partners, visitors and local communities is our highest priority. Vulcan Energy is dedicated to the health and wellbeing of our people by proactively managing both physical and non-physical risks to minimise potential impacts. We remain committed to upholding the principles outlined in ISO 45001, the international standard for occupational health and safety management systems.

Vulcan Energy aims to achieve this by:

- Ensuring all employees, contractors and visitors have access to a safe and secure work environment
- Integrating robust health and safety systems throughout all areas of our organisation to proactively identify, assess and mitigate risks in reducing hazards and promoting safe work practices
- Complying with materially applicable health and safety legislation, regulations, standards and codes of practice
- Promoting a positive safety and well-being culture by fostering strong safety leadership, providing ongoing training and development, resources, and support to equip employees and contractors to work safely and responsibly
- Striving for zero harm by embedding preventative measures and promptly investigating incidents to address root causes and implement corrective actions to prevent recurrence
- Establishing clear health and safety targets, communicating them effectively, and measuring progress through regularly reviewing our safety performance
- Encouraging the mental and physical well-being of our workforce through supportive programs and resources
- Building a workplace culture where employees and contractors understand their role in ensuring their own safety and that of others, while feeling empowered to raise concerns and contribute to a safer work environment
- Protecting sensitive information and mitigate security risks through rigorous protocols to ensure the resilience and integrity of operations
- Sourcing responsibly by prioritising suppliers and service providers who uphold high health and safety standards across our supply chain
- Ensuring emergency preparedness by maintaining and improving effective response plans and resources.

Responsibility and accountability

This policy will be reviewed annually and applies to all Vulcan Group directors, employees and any third-party workers employed at Vulcan operations.

The Chief Executive Officer of Vulcan Group is accountable to the Board for ensuring this policy is implemented and adhered to.



Cris Moreno

Managing Director and CEO

Reference	Approving Authority	Approved Date
PL-0304	Vulcan Board	28 May 2025