



**VULCAN ENERGIE**  
**ZERO CARBON LITHIUM™**

# Occupational Health and Safety Policy

This Policy was approved by the CEO of Vulcan Energy Resources Limited on 31 August 2023

## **Purpose**

Vulcan Energy Resources Ltd (Vulcan) is committed to meeting the highest health and safety standards while performing its business activities and operations. This policy provides a guideline for the entire global Vulcan Group of companies, its employees as well as contractors, stakeholders, and individuals under the company's supervision within the Group's wider Environmental, Social and Governance (ESG) strategy. This Occupational Health and Safety Policy provides a guideline for Vulcan and is strongly linked to our Vulcan Values of:

- Climate Champion: We will pioneer a net carbon free future and we stand up for what truly matters.
- Determined: We are hungry for success and determined to shape tomorrow and we tackle any challenge in front of us.
- Inspiring: We are united in our passion for a better world, and we rise and inspire ourselves and others.

## **Our Mission**

Vulcan believes it is a fundamental human right for people to be safe at work and is committed to providing a workplace that prioritises the health, safety, and wellbeing of all. Vulcan is committed to achieving high standards. All sites, departments and management will comply with, or exceed, health and safety legal requirements and will continuously develop and implement safe systems and work practices that reflect this commitment.

Accordingly, Vulcan strives to understand all health and safety aspects associated with Company operations and identify and implement measures to eliminate or mitigate related risks to the extent possible whilst remaining economically viable.

## **Our Policy**

Ultimately, Vulcan aims to ensure a zero-harm culture within the Group.

On this basis the Company commits to protecting the Vulcan team, contractors, visitors and stakeholders through:

- Commitment to implement and to further develop a zero-harm culture with focus on risk elimination or mitigation.
- Expand the zero-harm culture on all relevant risks and potential risk exposure, leading to risk-based prioritisation and prevention targets and programs.
- Consult with and include all Vulcan team, contractors, and stakeholders into this culture, both by asking their contribution in improvement processes regularly and by including them in prevention and communication and training programs regarding health and safety.
- Carefully observing and complying with all relevant health and safety international

standards and regulations.

- Setting up prioritisation and action plans with meaningful indicators to monitor health and safety performance to support continuous improvement of the zero-harm culture.
- Establishing quantitative targets for improving health and safety performance metrics such as annual zero Lost Time Incidents Key Performance Indicators.
- Transparently reporting health and safety data publicly on a regular basis.
- Implementing a health and safety management system with clear and defined roles and responsibilities, risk and hazard assessments, and internal training programs.
- Embedding health and safety criteria and reporting into procurement and contractual requirements.
- Where necessary, having independent external verification of Vulcan's health and safety management system such as ISO45001.

### **Executive and Management Responsibility**

The Vulcan executive and management team includes all senior executive staff and any person who is responsible for a team and/or Project. The executive and management team are responsible for making sure that the Company complies with its health and safety obligations including:

- Developing a good working knowledge of health and safety requirements and Vulcan's health and safety management system.
- Understanding Vulcan's critical hazards and risks and the steps that have been put in place to control those hazards and risks.
- Leading by example in taking health and safety seriously, attending all relevant training and complying with all health and safety policies and procedures.
- Appropriately managing, escalating, or reporting any health and safety risks that come to their attention and considering information about incidents, hazards and risks and respond in a timely way to that information.
- Engaging with their teams to ensure that everyone feels supported and enabled to perform their roles in a safe and healthy manner, including ensuring that all team members are appropriately trained and supervised.
- Actively participating in risk reviews, incident investigations and hazard control reviews as required, and regularly reviewing processes for which they are responsible to ensure that controls are operating effectively.

### **Employees and Visitors Responsibility**

Employees are required to:

- Use all equipment in an appropriate manner.

- Take reasonable care of their own health and safety.
- Ensure their working from home environment is safe and healthy.
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- Comply, so far as they are reasonably able, and co-operate with any reasonable instruction, policy or procedure issued in relation to health and safety.
- Co-operate with and contribute to the health and safety objectives in the planning process as required.
- Immediately report all hazards/incidents to the relevant executive or manager.
- Report all incidents via appropriate channels.

Contractors, visitors, and stakeholders attending a Vulcan site are required to:

- Take reasonable care of their own health and safety.
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- Comply, so far as they are reasonably able, with any reasonable instruction given in relation to health and safety.

## **Policy breaches**

A breach of this policy may lead to disciplinary action including termination of employment or engagement. Individuals found to have committed an offence under any relevant legislation may also be subject to penalties as prescribed by the legislation.

This policy is to be read in conjunction with other Vulcan Corporate Policies, accessible via the Company website <https://v-er.eu>, but in particular:

- The Corporate Code of Conduct and Ethics
- Sustainable Supplier Policy
- Whistleblower Policy
- Risk Management Policy

If you have any questions, comments, requests, or concerns, please contact Vulcan at:

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