

## OCCUPATIONAL HEALTH AND SAFETY

### 1. PURPOSE

This policy sets out the Company's general Occupational Health & Safety Policy, for the Companies staff and contractors.

### 2. DEFINITIONS

In this Policy:

**Board** means the Board of the Company.

**Company** means the entity of Boadicea Resources Ltd (ACN 149 582 687) or any legal subsidiary.

**Occupational Health and Safety (OH&S)** is concerned with protecting the safety, health and welfare of people engaged in work or employment.

**Senior Management** means employees of the Company who manage the Company pursuant to the directions and delegations of the Board.

### 3. POLICY STATEMENT

The Company acknowledges that people are one of its most important assets and as such is committed to achieving a high level of occupational health and safety performance. We accept that all employees, contractors, visitors and the communities in which we operate have a right to expect prudent and responsible occupational health and safety performance from our activities. Regardless of the nature of their work, employees and contractors to the Company should be able to carry out their responsibilities in a safe and secure working environment.

### 4. PROGRAMS AND OH&S INITIATIVES

To assist with maintain the OH&S Standards within the organisation, the Company will develop and introduce programs and initiatives which include:

- a) Provide a workplace that is conducive to effectively managing occupational health and safety.
- b) Fulfil, as a minimum, all statutory health and safety and other requirements including employer "duty of care" obligations.
- c) Seek to continually improve our occupational health and safety performance by using available technology, knowledge and management practises.
- d) Identify health and safety hazards and implement related risk controls to ultimately eliminate workplace injury/illness across the organisation.
- e) Develop, implement and continuously improve health and safety management systems to ensure that safe work practices are integrated into all business units within the organisation.
- f) Educate, develop and endeavour to ensure that all employees and contractors have the appropriate skills and knowledge, understand their rights and obligations and are held accountable for things for which they are responsible.
- g) Make sufficient resources available to meet our occupational health and safety objectives.

- h) Review, audit and evaluate the health and safety performance of company operations and seek opportunities for enhancement.
- i) Provide safety leadership to effectively communicate and consult on safety issues with all stakeholders.
- j) Maintain a high degree of emergency preparedness to effectively respond and recover from any health and safety incident.
- k) Implement effective systems to address the health and safety risks of transporting, storing, handling and disposal of hazardous materials.

## 5. REVIEW OF POLICY

This policy and associated internal control systems and procedures will be subject to regular audits and reviews to provide assurance that they are effective in countering bribery and corruption. There may also be independent reviews undertaken from time to time by external audit personnel.

Date	Nature of Change	Approved By
6 July 2020	Original adoption	Board
14 September 2021	Reviewed and Updated	Board
24 April 2024	Updated for new logo	Board

