

## Health and Safety Policy

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At Redbank, we believe health, safety and wellbeing is integral to our business and our people. Our commitment to achieving excellent health and safety performance and investing in health and safety management is at the forefront of our business values and strategies. To provide a safe and healthy work environment where all employees, contractors and visitors must be fit for work, is fundamental to the success of Redbank. We are committed to managing our activities and operations to ensure the health, safety and wellbeing of employees, contractors and visitors. We strive to create a positive workplace culture in which everyone actively supports, acts and contributes to health, safety and wellbeing and zero harm to our employees, contractors and communities is our goal.

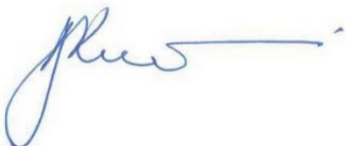
Redbank will demonstrate its commitment to health and safety through:

- operating health and safety management and emergency response systems to maintain a high standard and drive continual improvement in the Company’s health and safety performance;
- establish and communicate clear health and safety objectives and targets to all employees, contractors and other stakeholders when required;
- identify, assess and manage health, safety and wellbeing risks to as low as reasonably practicable;
- building and maintaining a workplace environment and culture to minimise all incidents and support wellbeing through visible and effective leadership;
- undertaking training to ensure employees and contractors have the skills required to work safely
- education and provision of information to all employees and contractors regarding potential health, wellbeing, stress, fatigue, mental health and fitness for work impacts and strategies to manage their concerns;
- ensure all employees, contractors and visitors understand the requirement to present to work in a condition whereby they are physically and mentally capable of safely carrying out their duties;
- utilise practices, including pre-employment medicals that aim to ensure employees and contractors are fit, healthy and capable to undertake their assigned duties;
- conduct alcohol testing of employees, contractors and visitors at work on a daily basis, where we expect zero blood alcohol content, and no usage of illicit substances or drugs that adversely impact a person’s fitness in the work place; and
- analyse, review and report safety performance, apply preventative measures as appropriate and share learnings with all personnel.

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Occupational health, safety and wellbeing is the responsibility of everyone engaged in activities at Redbank. The Managing Director will gather information on the company safety performance on a monthly basis.

It is Redbank's goal to achieve a target of a Fatal Injury Incidence Rate (FIIF) of 0.0 and a Lost Time Injury Frequency Rate (LTIFR) of <4.0.



Dated: 23 June 2021

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**Tony Kiernan**  
Non-Executive Chairman

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| Prepared By<br>katharine.arnold | Reviewed By | Approved By | Rev Date<br>26/07/2021 | Revision#<br>3 | Page<br>2 of 2 |
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