

Occupational Health and Safety Policy

Statement

All employees, contractors, joint venture partners and visitors (“**Personnel**”) have a fundamental right to a healthy and safe working environment, and should expect to leave work at the end of the shift safe and well. Neometals Ltd.’s core values are ensuring the health and safety of our Personnel and the public whilst protecting the environment. In return, Neometals Ltd. expects all Personnel to have a Duty of Care for themselves and the safety and health of fellow Personnel.

We uphold these values in the same way that we ensure the quality of our work – by implementing rigorous controls through every phase of our projects. Neometals Ltd. shall ensure that high standards of occupational health and safety protection commands equal prominence with other business considerations in the decision-making process.

Commitment

Personnel are ‘fit for duty’ and protected as far as practicable from all occupational injuries and illnesses and operations are conducted, at a minimum, in compliance with current applicable Occupational Health and Safety legislation and Company-adopted best practice.

The management system and policies for occupational health and safety establish a process to develop objectives and targets that support continual improvement.

Measure

Neometals Ltd. ensures elements of its Occupational Health and Safety Management System are implemented by:

- mandating compliance with all relevant legislative, statutory and other requirements;
- providing adequate training, instruction and supervision and is consistent with job requirements to ensure that employees can perform their work in a safe manner;
- ensuring safe, effective systems of work to prevent all occupational injuries and illness, and to avoid accidental damage or loss to equipment and materials;
- embedding a health and safety risk management system based on continuous improvement aimed at the elimination of work-related injury and illness in all processes, procedures and the way we manage our work;
- setting an example of leadership at all levels of management, and hold managers, supervisors and employees accountable for their performance;
- fostering a positive safety culture with open communication with employees and interested parties to actively participate in the continuous improvement of our safety performance; and

- reviewing and updating this document periodically and ensuring this Policy is available to all personnel and interested parties.

Responsibility

This Policy applies to all Personnel working with Neometals Ltd. All Personnel are responsible for actively participating in and supporting this Policy.