

Occupational Health and Safety Policy

1. Objective

The objective of this Occupational Health and Safety Policy is to strive to be an injury and occupational disease free workplace whilst achieving operational excellence.

This Policy applies to all employees, directors, officers, contractors and consultants of Lepidico Ltd. and its subsidiaries.

2. Commitment

To meet the objective of this Occupational Health and Safety (OHS) Policy, Lepidico will:

- promote a workplace culture where our Employees and Contractors are aware of the workplace safety hazards around them, their personal obligations and act accordingly
- require that all material safety risks and occupational exposures are proactively identified and implement fit-for-purpose systems, governance and assurance processes
- comply with relevant statutory requirements and industry standards
- identify health and safety performance measures, set measurable targets and report performance across all levels of the business
- train our leaders to proactively lead the improvement of our health and safety performance
- train our Employees and Contractors to proactively identify and manage occupational health and safety risks and implement controls
- investigate all incidents, near misses and observed hazards to identify ways of improving the OHS system
- encourage our Employees and Contractors to collaborate and share learnings to proactively prevent incidents and improve the OHS system
- communicate this Policy and OHS systems with our Employees and Contractors