

OCCUPATIONAL HEALTH AND SAFETY POLICY

Alchemy Resources Limited ('Alchemy' or the 'Company') is committed to achieving the highest performance in Occupational Health and Safety to create and maintain a safe and healthy environment in the workplace.

To achieve this, the Company will:

- At all times aim to operate within the Company's Safety Management System ('SMS').
- Seek continuous improvement in its Occupational Health and Safety performance taking into account evolving scientific knowledge and technology, management practices and community expectations.
- Comply with the applicable laws, regulations and standards of the states in which it operates, including the Western Australian *Work Health and Safety Act 2020 (WA)* and *Work Health and Safety (Mines) Regulations 2022*, and the New South Wales *Work Health and Safety Act 2011 (NSW)* and *Work Health and Safety Regulation 2017*.
- Ensure individual employees, contractors and partners have appropriate training to undertake their duties and understand their obligations, and are held accountable for their area of responsibility.
- Empower employees, contractors and partners to voice concerns and if necessary, stop work activities where they feel there may be a risk of injury or harm to themselves, others, or the environment, without fear of reprisal or blame.
- Promote awareness and communicate to all employees, contractors and partners their responsibility for protecting their own health and safety, the wellbeing of other workers and the local communities in which the Company operates.
- Involve all employees, contractors and partners in the improvement of Occupational Health and Safety performance.
- Provide appropriate leadership, management and supervision to implement the SMS.
- Complete regular safety inspections, audits and reviews of practices and systems and ensure managers and supervisors understand their responsibilities and are authorised to take remedial action when necessary.
- Communicate and consult openly with employees, contractors, partners, government and the community on Occupational Health and Safety issues as appropriate.

- Implement risk management systems to identify, assess, monitor and control hazards in the workplace.

Approved by the Board of Alchemy Resources Limited on 1 July 2024.