

Health and Safety Policy

INTRODUCTION

Adriatic Metals is committed as a priority to protecting the safety, occupational health and welfare of our workforce. We strive to achieve Zero Harm and to eliminate the potential for accidents and injury in the workplace. We will also ensure that our operations do not impact negatively on the safety or health of associated communities.

PRINCIPLES

Adriatic Metals is committed to:

- complying with all applicable legal requirements and other rules, codes and standards to which we subscribe (and which will be identified on our website);
- providing a workplace that is safe, secure and does not adversely affect the health of our people, business partners, and the communities where we operate;
- creating a company-wide culture of care and trust, where managers lead by example and demonstrate visible, felt leadership;
- continually improving health and safety performance through appropriate systems, leadership, training and use of personal protective equipment and the implementation of fit-for-purpose occupational health and safety procedures, objectives and measurable targets;
- monitoring the health of our workforce on an ongoing basis, continually identifying, assessing and avoiding or minimising occupational health and safety risks, and assessing our health and safety protocols, and strengthening them where gaps are identified;
- ensuring that where significant incidents occur that impact adversely upon safety and health, including high potential/near misses, an investigation is undertaken to identify root causes and to ensure that learning points are identified and disseminated so as to prevent repeats; and
- engaging with internal and external stakeholders, including employee representatives, on health and safety-related issues in an open, collaborative and transparent manner.

All Adriatic Metals employees play an active role in achieving these commitments by:

- beginning every task by first considering health and safety risks, and continually taking reasonable care of the safety and health of themselves and their colleagues;
- exercising their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to them or their colleagues; and
- complying with documented health and safety management systems, standards and procedures.

APPLICATION

Responsibility for the application of this Policy rests with, but is not limited to, all Company employees and contractors engaged in these activities under the Company's operational control.

Every employee shares a responsibility for compliance with this policy. The Company's managers are responsible for promoting and ensuring compliance with the Policy and any relevant business unit or departmental policies.

MONITORING AND REVIEW

The Board will monitor the content, effectiveness and implementation of this Health and Safety Policy on a regular basis. There may also be independent reviews undertaken from time to time. Any findings, updates or improvements identified will be addressed as soon as possible.

Material breaches of this Health and Safety Policy will be reported to the Company's Board of Directors (Board) and the ESG Committee of the Board. The ESG Committee will review incident reports and recommended follow-up actions.

Stakeholders are invited to comment on this Health and Safety Policy and suggest ways in which it may be improved. Comments, suggestions and queries should be addressed to the Board.

Approved by the Company's Board of Directors on 6th November 2020.

Adopted by the Company on 9th November 2020.