Health and Safety Policy

Our values guide our actions, innovation shapes our culture and excellence underpins our work

Koloma Australia Pty. Ltd.

Version	1.0
Effective Date	16 September 2026
Approved By	Board 16 September 2026
Review Cycle	Annual

Health and Safety Policy

OBJECTIVES

Koloma recognises health and safety risks are inherent in our business activities and that effective management of these risks supports delivery of our strategic objectives.

Koloma believes process and personal safety related incidents, and occupational illnesses are preventable.

We are committed to safety, and care for the long-term health and well-being of our people, communities and environment.

OUR ACTIONS

Koloma achieves these objectives through:

- Aligning and integrating our systematic health and safety management system with our values, strategy, culture, behaviours, business activities and governance practices
- Maintaining a culture where everyone is aware of their health and safety obligations
- Empowering all staff and contractors to "speak up" or if necessary to "stop work" should unsafe conditions or actions be perceived or observed
- Complying with all relevant health and safety legislation and applying responsible standards where laws do not exist
- Implementing a systematic approach to health, personal safety and process safety
- Providing robust systems, resources and necessary training on health and safety
- Identifying and assessing risks and hazards associated with our activities, and applying appropriate controls to manage and minimise risk in our activities to as low as reasonably practicable
- Monitoring, analysing and reporting safety performance against objectives with a view to continuous improvement
- Investigating incidents and communicating results to improve future outcomes
- Auditing and enhancing systems for effectiveness, efficiency and appropriateness

ACCOUNTABILITY

The Board has overall responsibility for the integrity of Koloma's health and safety management system.

The Managing Director / CEO is accountable to the Board for ensuring this Policy is implemented effectively.

Responsibility for the application of this Policy rests with all Koloma employees, contractors and joint venturers engaged in activities under Koloma's operational control. Koloma managers are also responsible for promotion of this Policy in our non-operated joint ventures.

This Policy will be reviewed regularly and updated as required.