

# HEALTH AND SAFETY POLICY



## STATEMENT OF INTENT

MINARA RESOURCES PTY LTD IS  
A 100% SUBSIDIARY OF  
GLENCORE PLC

MINARA RESOURCES PTY LTD,  
THROUGH ITS WHOLLY OWNED  
SUBSIDIARY MURRIN MURRIN  
OPERATIONS PTY LTD,  
OPERATES THE MURRIN MURRIN  
NICKEL COBALT PROJECT  
LOCATED IN THE NORTH  
EASTERN GOLDFIELDS OF  
WESTERN AUSTRALIA, WITH THE  
ACTIVITIES OF MINING,  
PROCESSING AND REFINING AT  
THE CORE OF OUR BUSINESS.

MINARA RESOURCES PTY LTD  
BELIEVES IN ACHIEVING AND  
MAINTAINING A HEALTH AND  
SAFETY CONSCIOUS CULTURE  
AMONGST EMPLOYEES AND IS  
COMMITTED TO LEADERSHIP IN  
HEALTH AND SAFETY VIA THE  
IMPLEMENTATION OF A WORLD  
CLASS HEALTH AND SAFETY  
MANAGEMENT SYSTEM.

## STRATEGIES

STRATEGIES TO ACHIEVE THE INTENT OF THE MINARA RESOURCES PTY LTD HEALTH AND SAFETY (H&S) POLICY ARE TO:

- ENSURE THE SAFETY AND WELLBEING OF EMPLOYEES, CONTRACTORS, VISITORS AND STAKEHOLDERS VIA THE IMPLEMENTATION OF AN EFFECTIVE AND WORLD-CLASS HEALTH AND SAFETY MANAGEMENT SYSTEM.
- COMPLY WITH ALL APPLICABLE LEGISLATION, REGULATIONS, GOVERNMENT APPROVALS, LICENCE CONDITIONS, STANDARDS AND CODES OF PRACTICE.
- MONITOR, MEASURE, REPORT, REVIEW AND CONTINUALLY IMPROVE MINARA'S H&S MANAGEMENT SYSTEM WITH THE OBJECTIVE OF ELIMINATING WORK-RELATED INJURY AND ILLNESS.
- DOCUMENT, IMPLEMENT, MAINTAIN AND COMMUNICATE THE POLICY TO ALL EMPLOYEES AND CONTRACTORS.
- PROMOTE H&S AWARENESS AMONGST EMPLOYEES AND CONTRACTORS BY PROVIDING AN ONGOING EDUCATION PROGRAM TO FOSTER A H&S CONSCIENTIOUS WORKFORCE.
- PROVIDE AN EFFECTIVE SYSTEM OF REHABILITATION AND RETURN TO WORK FOR INJURED EMPLOYEES.
- SELECT BUSINESS PARTNERS WITH SIMILAR VISION AND COMMITMENT AS OURS.
- DEMONSTRATE H&S ACCOUNTABILITY BY EFFECTIVELY AND OPENLY COMMUNICATING WITH ALL STAKEHOLDERS INCLUDING COMMUNITY GROUPS, SHAREHOLDERS, EMPLOYEES, AND GOVERNMENT AUTHORITIES.

## RESPONSIBILITIES

ALL MINARA RESOURCES EMPLOYEES AND CONTRACTORS ARE RESPONSIBLE FOR THE APPLICATION OF THE MINARA RESOURCES HEALTH AND SAFETY POLICY. REGULAR AUDITS WILL REVIEW THE EFFECTIVENESS OF THE MINARA RESOURCES HEALTH AND SAFETY POLICY, WHICH WILL BE UPDATED PERIODICALLY AS REQUIRED.

A handwritten signature in blue ink, appearing to read "Peter Hancock".

PETER HANCOCK  
VICE PRESIDENT – MINARA RESOURCES  
1 MARCH 2016

