

HEALTH, SAFETY AND WELLBEING

POLICY

At Perseus, our mission is for everybody to go home safe and healthy every day through our commitment to creating a zero harm work environment. To achieve this:

- Our health and safety engagement is driven by a culture of care and respect at all levels of the organisation, underpinned by our core values.
- All our Perseus and Contractor leaders will be highly visible and engaged in the workplace to model expected safety behaviours.
- Everyone is expected to take personal responsibility for their own and their teammates' health, safety and wellbeing.
- Everyone is empowered to speak up and act without fear of retribution, for themselves and their teammates, and is empowered to refuse unsafe work.
- We consult and engage with our employees and their representatives to gain their feedback and support as well as drive continuous improvement.
- We partner with key stakeholders to deliver education, awareness, mitigation and other programmes to drive improved health and safety outcomes for our employees, contractors and host communities.
- We fulfil all employer and employee duty of care obligations, complying with applicable health and safety laws, regulations, standards and other requirements in the countries in which we operate.
- Everyone is expected to adhere to approved health and safety standards, procedures and instructions, including fitness for work requirements.
- We promote wellbeing and healthy lifestyles through education and access to on-site healthcare professionals and maintain asset-level primary, occupational and emergency medical capacity for all employees and contractors.
- We ensure that all workers have the appropriate skills, knowledge and certification to perform their work safely and will verify competencies on a regular basis.
- We provide access to the required personal protective equipment to our employees and, where applicable, to our contractors, suppliers and other business partners.
- We develop emergency response plans in line with internationally recognised practice, in consultation with local authorities and potentially affected people.
- We develop, implement and maintain risk-based health and safety management systems and work practices based on internationally recognised standards, with an emphasis on identifying, eliminating, preventing and reducing critical health and safety risks.
- We monitor the impact of our operational activities on the health and safety of our employees and contractors, conduct regular internal and third-party reviews and take corrective actions where necessary.
- We set health and safety targets to drive accountability and performance and we will accurately and transparently report health and safety management approach and performance.
- We recognise and celebrate success in health and safety with our employees and contractors.

The scope of this Policy is global. It applies to all directors, officers, employees and any third-party workers of Perseus or any entity that is controlled or managed by Perseus. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation and closure.

APPROVAL AND REVIEW

This Health, Safety and Wellbeing Policy (PML-OHS-POL-001) is to be reviewed periodically and updated as required.

REV. NO.	PREPARED/ UPDATED BY	REVIEWED	APPROVED	DATE	DESCRIPTION/ CHANGE EFFECTED
1	Group HSEC Manager	Managing Director & CEO	Perseus Board	May 2018	Updated
2	General Manager Sustainability	Managing Director & CEO	Perseus Board	November 2023	Updated