



**ENOVA MINING LIMITED (COMPANY)**

**(ACN 087 595 980)**

## **HEALTH AND SAFETY POLICY**

Adopted and approved by the Board in May 2020

### **1 Policy Context**

Tenement holders in Australia are subject to various governmental statutes and occupational health and safety management guidelines for on-site activities. Enova is committed to upholding these requirements and seeks to improve upon our obligations by minimising any disturbance, emissions and be vigilant at reducing risks of injury or health from our operations.

This policy is supported by a health and safety management system which provides detailed requirements. Work areas will be clearly delineated and job functions assessed for safety requirements. Accountabilities and responsibilities will be clearly assigned for each area and job functions. Assigned personnel will be instructed and trained to undertake their assigned responsibilities. Personnel must understand applicable policies and procedures resources that are in-place. If such resources are not available, seek approval to establish such documents. Supervisory staff must ensure persons in their charge comply with the Health and Safety Plan. Each project and job will be assessed before commencing work, to identify threats, seeking solutions to mitigate these threats and by establishing systems to negate problems.

As a first priority, where possible potential threats to personnel exist, efforts must be made to engineer a solution to remove threat exposure and have physical safe guards in place to protect personnel from injury. This will be supported by hazard assessments and work descriptions for each work area and defined requirements for performing certain tasks. Each of these systems will be assessed regularly for threats and identify requirements need to undertake an assigned task, Personnel must be trained and authorised to perform any assigned task.

The Company seeks to inculcate a positive working environment and awareness regarding safety and protecting their health in the workplace. All Company engaged employees are required to be involved in the management process, by regularly meeting to discuss improvement ideas, identify threats and review incidents. All personnel must be routinely involved in environmental inspections across work areas. Personnel will be guided and trained on-the-job by those more experienced supplemented with formal training, as needed. An inspection register of meetings and audits must be maintained, and an action list followed upon. All site employees must undergo first-aid training.

The Company will provide resources and guidance to ensure personnel can undertake their accountabilities and responsibilities in accord with the policy.

## **2 Commitment**

Our commitment is to exceed expectations and strive for industry best practices, by:

### **Complying with Statutory Requirements**

- making available relevant Codes of Practice,
- complying with all applicable legal requirements and observe Codes of Practice for all our activities;
- complying with legal requirements and applicable industry Codes of Practice about radiation including implementation of a radiation management plan where the risk exists;
- providing reference to standards for environment, work, equipment and duties,

### **Engagement**

- openly and constructively engaging with outside suppliers and transporters to ensure they are aware of Company standards and requirements;
- understanding and respecting the interests of pastoral and other landholders and ensure Company activities do not negatively affect their activities;

### **Management**

- ensuring the site Health and Safety Plan (OHS) is updated regularly.
- establishing safety accountabilities and responsibilities are clearly defined, post these in the work areas so persons are aware of delineated areas and assigned roles;

- assessing the management system, by setting specific goals and objectives, and conducting annual reviews of nominated performance targets;

### **Monitoring**

- regularly inspecting work areas, maintain records and make available for audit;
- conducting risk assessments of areas and activities of all potential hazard, by way of exposure, impact and frequency;
- ensuring all employees undergo regular health check-ups (at least annual) and medical records maintained. The frequency and types of exams will be dependent on the exposure and job function;
- conducting regular audits of the management systems to tune its effectiveness and ensure personnel are doing their jobs. Identify deficiencies specifying corrective actions and commend persons for work well-done;
- regularly reviewing the incident database, assessing impact, and remedial actions
- regularly conduct random alcohol and drug testing across the site;

### **Communication**

- ensuring personnel have reviewed the OHS and that the plan is communicated to persons engaged by the Company;
- training employees and contractors in the implementation of Company management plans and make them aware of environmental goals and objectives;
- conducting activities in a manner that safeguards the health and safety of people;
- communicate this policy and the OHS to employees and engaged parties;
- encouraging personnel that all incidents must be reported using an Incident Report;
- where possible, seek and adopt practices to reduce the impact on our surrounds;

### **Implementation**

- maintain orderly workplaces with exemplary house-keeping and organisation;
- ensure registers for regular inspection of tools and machinery are maintained;
- provide clear signage and delineation of work and hazard areas. Notices must specify threats, Haz Met, PPE requirements and authorisation requirements.

- barrier hazards, guards are in place and emergency shut-down devices work;
- ensure pedestrians are safe from moving heavy machinery;
- provide clear signage of muster areas, fire extinguishers, cut-off buttons, wash bays, first-aid stations
- lock-out highly hazardous areas such as electrical control rooms, highly hazardous areas and volatile chemicals, access to controls
- ensure all equipment and tools used are approved for purpose
- establish work areas that conform with building, occupational, machinery code. Maintain such items in fit condition;
- maintain clear and delineated walk-ways, free of tripping hazards. Inspect guard and hand-rails, walkway condition, head clearance and step heights;
- ensure firefighting facilities are clearly visible and accessible;
- provide PPE and enforce its strict use;
- first-aid facilities must be clearly accessible and the adequately stocked;
- eye-wash stations must be provided where potential hazards exists;

#### **Rehabilitation**

- In the event of an accident, first-aid attention is a priority. The Company will ensure the utmost support and attention is given to restoring a person's health.

### **3. Review**

This Policy and the OHS Plan is reviewed at least annually.

Review specific activity-based (on-job) procedures are reviewed and updated prior to starting new works.

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Eric Vesel, CEO  
**On behalf of the Board Enova Mining Ltd.**