

# Work Health & Safety Policy

## 1. Purpose

- 1.1 This Work Health & Safety Policy sets out Endurance's key commitments and values, and the behaviours that it expects from its employees, officers, contractors, suppliers and consultants (referred to in this Policy as "**individuals**") in accordance with this Policy.
- 1.2 In this Policy, "**Endurance**" means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the Work Health and Safety Act 2020 (WA), Work Health and Safety (General) Regulations 2022 (WA), Work Health and Safety (Mines) Regulations 2022 (WA), and Dangerous Goods Safety Act 2004 (WA), and having regard to other laws and regulations in respect of health and safety in the workplace.

## 2. Key Principles

- 2.1 As a person conducting a business or undertaking (PCBU), Endurance commits to ensuring the health and safety of individuals as far as is reasonably practicable. Endurance aims to provide and maintain a healthy, being both physical and mental health, workplace and safety management systems by:
  - complying with all legislative requirements, regulations, codes or practice and industry standards relating to work health and safety;
  - fostering a workplace culture where individuals understand and uphold their duty of care for their own health and safety, and those around them;
  - demonstrating care, and protecting health and safety, for all individuals;
  - providing a work environment that is safe and responsibly manages risks to health and safety;
  - monitoring the health of individuals and the conditions of its workplaces;
  - providing and maintaining safe structures, plant, equipment, tools and facilities;
  - ensuring the safe use, handling, and storage of plant, equipment, structures and substances;
  - monitor occupational exposure limits to hazardous environments or substances, and maintain limits that are more stringent than legislation;
  - ensuring timely and thorough incident, injury and near miss investigation and reporting;
  - proactively engaging, consulting and communicating with all individuals to build a shared commitment to health and safety;
  - providing education, awareness, and support in mental health symptoms, causes and risk factors;
  - providing preventative health measures and initiatives to improve the health and wellbeing at Endurance sites, such as gym facilities and healthy food alternatives;
  - providing individuals appropriate and meaningful injury management and rehabilitation services and assistance for workplace injuries; and

- continually monitoring, auditing and reviewing workplace health and safety performance, and management systems, to drive continuous improvement.
- 2.2 To achieve these commitments, Endurance will ensure that all individuals:
- receive the necessary training, instruction and supervision to carry out their work;
  - are taught to proactively identify, evaluate, and manage risks in the workplace;
  - actively report, record and investigate safety incidents and hazards;
  - are provided with all personnel protective equipment necessary to carry out their work; and
  - are encouraged to speak up and report incidents, unsafe conditions and improvement suggestions;
  - understand crisis management and their role in such situations.

### **Reporting**

- 2.3 Endurance is committed to developing, promoting and continuously improving its safety management system, work environment and culture with the aim to prevent injury or illness, whether physical or psychological. Endurance will continually measure and monitor safety performance of its activities, and seek opportunities for improvement and innovation for health and safety systems and culture.
- 2.4 Any alleged breach of this Policy should be reported promptly to Endurance's Company Secretary. Alternatively, any individual who wishes to raise a concern anonymously can do so in line with the Endurance's Whistleblower Policy.
- 2.5 Health and safety performance and reporting is notified to, and monitored by, the Chief Executive Officer and the Endurance Board on a regular basis.

### **Responsibilities of individuals**

- 2.6 All individuals must follow the procedures outlined in this Policy and cooperate with any investigation initiated pursuant to this Policy or applicable health and safety legislation. All individuals have a role to play in supporting commitment to health and safety, including beyond the workplace.
- 2.7 Anyone who breaches this Policy may be subject to serious consequences, including disciplinary action and/or termination of their engagement with Endurance (as appropriate). They may also be subject to legal consequences in the form of civil, criminal or financial penalties.

## **3. Further information**

- 3.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.
- 3.2 If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.
- 3.3 This Policy is published on Endurance's website [www.endurancemining.com.au](http://www.endurancemining.com.au)



Matthew Hine  
Chief Executive Officer

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