

Occupational Health and Safety Policy

Objective Statement

The directors and management of Mintrex are committed to providing a safe and healthy workplace for all employees. We recognise that the safety and health of our employees is of prime importance and is an essential and integral part of the planning and control of our operations.

We believe that health and safety at work is a shared responsibility for all employees and that the success of any health and safety program ultimately rests on the willingness of everyone to work co-operatively and with a team spirit.

Our ability to prevent injuries and damage to our personnel and property is an important measure of our operational efficiency. Success in our safety endeavour is dependent upon the active involvement of every employee working with the company.

At the core of Mintrex's commitment to occupational health and safety is our management system which complies with the requirements of ISO45001 and which pursues the organisation's goals of continual improvement.

This policy has the following objectives that, where applicable, will include measurable and achievable targets:

- To promote maximum efficiency through safe working practices and attitudes.
- To eliminate work related injury and sickness.
- To consult employees on safety matters and to provide information on safety and health issues.
- To comply with relevant workplace health and safety legislation, and other requirements in jurisdictions where Mintrex operations are conducted.
- To train employees to ensure they have the skills and knowledge to perform their work competently.
- To continuously monitor and improve our systems towards the achievement of zero incidents and zero harm to employees, contractors, visitors and the public.

To achieve this:

- The company will make every effort in the areas of accident prevention, hazard elimination and control. Where elimination of hazards is not practicable, Mintrex will utilise risk management, injury protection, health preservation and health promotion, to achieve a safe workplace and will actively encourage its contractors and clients to do the same.
- Managers and supervisors will prepare, communicate and implement safety plans, including safety training as required. They will consider safety as the prime factor when designing and implementing all work systems.
- All workers are responsible for their own safety and that of their fellow workers. They must take immediate action to minimise the danger from any unsafe condition and ensure that their supervisor or manager is advised accordingly.



John Sobolewski
CEO

18th October 2021