

## HEALTH, SAFETY AND WELLBEING POLICY

### 1. PURPOSE

- 1.1 Capital Limited (“**Capital**”)’s Health, Safety and Wellbeing Policy (“**Policy**”) sets out our commitment to protect the health, safety and wellbeing of our employees, host communities, suppliers, business partners and visitors.
- 1.2 This Policy reflects our intent to set measurable objectives and targets that will drive continual improvement towards a fatality, injury and illness free work environment.
- 1.3 This Policy underpins our *purpose*: to deliver safe, professional and reliable services and solutions to our customers, while providing solid long-term returns to our investors; and reflects our *values*: **People, Integrity and Quality**.

### 2. SCOPE AND APPLICATION

- 2.1 This Policy applies to all Capital activities and representatives, including without limitation:
  - a. directors, employees and any third-party workers, sub-contractors, business partners or visitors (collectively, “**Responsible Persons**”) of Capital’s business and operations; and
  - b. all sites and all business activities, from the exploration phase through to producing mine sites together with laboratories.

### 3. RESPONSIBILITIES

- 3.1 Our Board of Directors, with guidance from the Health and Safety Committee and Sustainability Committee, are responsible for providing the strategic direction for effective health and safety management and to review the performance of the Company. The implementation of this Policy is the joint responsibility of the Executive and respective operational-level managers.
- 3.2 The entire leadership group across all levels of the organisation is responsible for providing visible safety leadership through capacity building, instruction and enforcement, and actively supporting a culture of zero harm.
- 3.3 All Responsible Persons are required to uphold Company value and have a duty of care to:
  - a. Comply with applicable legal requirements, the Company’s policies, management standards and critical hazard controls;
  - b. Take reasonable care of their own health, safety and wellbeing – and that of others who may be affected by their actions;
  - c. Report all hazards, risks and incidents; and
  - d. Co-operate with co-workers, supervisors and managers on these matters and identify areas for improvement.

### 4. POLICY STATEMENT

4.1 Capital is committed to:

- a. Maintain a robust health and safety management system to drive continual improvement in the management of workplace hazards, risks, incidents and opportunities. Apply ISO:45001 and ISO 9001 standards Group wide.
- b. Comply as a minimum with all applicable legal and regulatory health and safety requirements of the countries in which we operate, and where such legislation or requirements are lacking or absent, apply an internationally recognised standard.
- c. Regularly assess workplace health and safety risks that exist across the business and implement risk-based mitigation and monitoring programs to improve performance.
- d. Set measurable performance targets, including lead and lag indicators, to drive accountability and improve health and safety performance.
- e. Provide visible leadership at all levels of the organisation to promote a safety culture and desired behaviours.
- f. Empower all persons working under Capital's control to stop work immediately if a task is deemed unsafe.
- g. Clearly define fitness for work and other health and safety requirements for all persons under Capital's control and verify competency at least biennially.
- h. Establish operational-level health and safety committees and other engagement platforms to promote consultation with Responsible Persons on workplace health, safety and wellbeing.
- i. Provide Responsible Persons with clear instructions, training and education to effectively identify, address and report workplace hazards, risks, incidents and opportunities.
- j. Promote wellbeing and healthy lifestyles through education on fatigue risk management, fitness and nutrition, and provide access to health professionals.
- k. Provide operational-level occupational and emergency medical capability and equipment that is accessible to all site-based Responsible Persons. Provide all persons under Capital's control with access to the requisite personal protective equipment.
- l. Maintain a robust Crisis & Emergency management system to protect business continuity. Manage and test these systems in collaboration with all potentially affected stakeholders.
- m. Maintain a whistleblowing facility to allow for the confidential reporting of health and safety breaches and risks, and unsafe working conditions at our sites.
- n. Regularly review our health and safety performance relative to our policies and management standards and implement corrective action plans as appropriate with the aim of continual improvement.
- o. Publicly communicate our health and safety performance as an integral part of our annual disclosures in the Annual Report & Accounts.



**5. EVALUATION**

- 5.1 This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Health & Safety and Sustainability Committees for review and the subsequent approval of the Board.
- 5.2 This Policy was approved by the Board on 7 March 2022.

Jamie Boyton  
Executive Chairman