

# Health and Safety Policy

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## 1. APPLICABILITY

A reference to **Deep Yellow** or **the Company** in this Policy is a reference to:

- (a) Deep Yellow Limited ABN 97 006 391 948 and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This Policy applies to all directors, officers, employees, consultants and contractors of Deep Yellow (**Personnel**).

This Policy also applies, as far as is reasonably achievable, to Deep Yellow's service providers, suppliers and third-party contractors (**Third Parties**).

All Personnel and applicable Third Parties will be provided with access to a copy of this Policy via the Company's [website](#). Training or awareness sessions on this Policy will be held from time to time, as required.

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## 2. PURPOSE

Deep Yellow is committed to provide and maintain a healthy and safe work environment, and embraces a culture in which harm is prevented through effective hazard and risk management, and accident reporting, work-life balance and workforce consultation are valued.

Deep Yellow believes that attaining a high level of performance in health and safety is critical to the long-term success of its business.

The purpose of this Policy is to provide a framework for Deep Yellow to achieve its health and safety objectives while achieving its operational aims.

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## 3. STRATEGY

To meet the objective of this Policy, Deep Yellow will:

- (a) embrace health and safety as a core organisational value;
- (b) develop and implement a (mines) Safety Management System that succinctly reflects our systematic approach to hazard and risk management and performance expectations;

- (c) comply with all applicable laws and regulations as a minimum and apply corporate and industry standards;
- (d) create a culture that empowers our workforce and any applicable Third Parties to act in accordance with this Policy;
- (e) support and develop our workforce and any applicable Third Parties to embrace ownership and responsibility for Deep Yellow's health and safety performance;
- (f) empower our workforce to stop or delay work where an unacceptable level of risk of serious illness or injury occurs due to a potential exposure to a hazard;
- (g) ensure health and safety requirements are included in the design and procurement phases of development, commissioning, operating and maintenance of our mining operations, infrastructure, plant or equipment;
- (h) continuously improve work processes, practices, and behaviours by learning from our, and industry, past performance;
- (i) promote and monitor worker health to reduce the risk of illness and injury, including mental illness and psychological harm;
- (j) monitor, measure and report health and safety performance in a transparent and timely manner;
- (k) assign accountability for the implementation of Deep Yellow's standards, guidelines, and procedures;
- (l) raise awareness of psychosocial hazards and mental illness, the risk factors, causes and symptoms and encourage appropriate professional intervention where necessary;
- (m) communicate this Policy to Personnel and any applicable Third Parties and make them aware of their health and safety obligations; and
- (n) given the nature of the activities of Deep Yellow, effectively implement and evaluate the performance of the [Radiation Policy](#).

## 4. RESPONSIBILITIES

### 4.1 CEO

The Managing Director/CEO of the Company (**CEO**) is accountable to the Company's board of directors (**Board**) for ensuring this Policy is effectively implemented.

### 4.2 Personnel and Third Parties

Personnel and any Third Parties must recognise, and understand and accept individual responsibility for their own, and each other's safety and:

- (a) comply with all deep yellow's policies and procedures, with the intent of avoiding injury and damage to plant and equipment;
- (b) take reasonable care for their own, and others, health, and safety;
- (c) comply with any reasonable direction given by a supervisor or manager in relation to health and safety;
- (d) not misuse or interfere with anything provided in the interest of health and safety; and
- (e) report all accidents, incidents, and injuries, and any known or observed hazards in the workplace immediately to a supervisor or manager.