

25 February 2021

St Barbara recognises that a safe workplace is fundamental to the success of the Company and the wellbeing of employees, contractors, consultants and visitors.

In particular, St Barbara is committed to achieving safe operation supported by a culture which holds the health and safety of the workforce as an absolute priority.

To achieve this objective St Barbara will:

- Ensure leadership is a key driver to achieve safe operation;
- Continually meet and strive to exceed statutory requirements and industry standards in all jurisdictions within which we operate;
- Ensure that all employees, contractors, consultants and visitors are informed about this Policy;
- Continually seek to improve health, safety and risk management systems and practices;
- Set annual health and safety goals and targets;
- Systematically identify and eliminate hazards and reduce OH&S risks;
- Rigorously identify, prioritise and control both physical and mental health risks;
- Regularly communicate and consult with our stakeholders, which includes employees, contractors, consultants and, as appropriate, regulators and local communities;
- Actively involve relevant stakeholders in the development, implementation and improvement of standards, procedures and practices;
- Conduct relevant training and awareness sessions which are critical to ensuring a safe workplace;
- Insist that working in a safe manner, compliant with all safety standards and procedures is mandatory for all employees, contractors and consultants working with St Barbara and its subsidiaries;
- Provide and maintain appropriate emergency and response systems.

Craig Jetson
Managing Director & CEO