

Effective Date: 4 May 2022

Our aim is to provide and maintain a healthy and safe workplace for everyone at St Barbara.

Our commitment

We are committed to a safe business supported by a culture which holds the health and safety of our workforce, business partners and community as an absolute priority.

Our approach

We will:

1. Ensure leadership is a key driver to achieve a safe business.
2. Set annual health and safety goals and targets.
3. Ensure that all employees, contractors, consultants and visitors are informed about this Policy and ensure that relevant Health and Safety documentation is readily available.
4. Continually seek to improve health, safety and risk management systems and practices to assure statutory requirements are met or exceeded in all jurisdictions within which we operate.
5. Rigorously identify, prioritise and control both physical and mental health risks.
6. Regularly communicate and consult with our stakeholders, which includes employees, contractors, consultants, and as appropriate regulators and local communities.
7. Actively involve relevant stakeholders in the development, implementation and improvement of standards, procedures and practices.
8. Conduct relevant training and awareness sessions which are critical to ensuring a safe workplace for everyone.
9. Provide and maintain appropriate emergency and response systems.

Our principles

All personnel engaged by St Barbara or its subsidiary companies are expected to:

1. Take ownership of health and safety for themselves and their fellow workers.
2. Work in a manner, compliant with all health and safety standards, procedures and training.

Responsibilities and accountabilities

This is a Policy of St Barbara Limited (“St Barbara”) and its controlled entities (collectively, “St Barbara Group”). It applies to all directors, officers, employees, contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation acting for or on behalf of the St Barbara Group (“Personnel”).

This Policy will be reviewed by the Board via the Health, Safety, Environment and Community Committee at least biennially and updated as required. The General Manager People is responsible for ensuring that this Policy is implemented.

Policy governance

Policy approver: Board
Policy owner: General Manager People
Review cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
6.0	4/05/2022	4/05/2022	Periodic review/new policy template