

Effective Date: 20 February 2024

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

## Our commitment

We are committed to providing a safe, productive and healthy work environment for all its employees, contractors and visitors.

## Our approach

We will:

1. Ensure leadership is a key driver to achieve a safe business.
2. Comply with all relevant legislation and codes of practice and set annual health and safety goals and targets.
3. Ensure up-to-date procedures and safe work practices are in place, available and communicated to all employees, contractors, consultants and visitors.
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 psychosocial risks.
6. Engage with its employees, contractors and other relevant parties about health and safety issues and performance.
7. Empower employees to be accountable for their health and safety including preventing and reporting unsafe activities or conditions.
8. Actively involve relevant stakeholders in the development, implementation and improvement of standards, procedures and practices.
9. Conduct relevant training and awareness sessions which are critical to ensuring a safe workplace for everyone.
10. Provide and maintain appropriate emergency and response systems.

## 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 and, where applicable to contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation when acting for or on behalf of the St Barbara Group (“Personnel”).

## 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 May 2022	4 May 2022	Periodic review/new policy template
6.1	20 February 2024	20 February 2024	Periodic review – minor changes to ensure currency and alignment to business