

HEALTH AND SAFETY POLICY



Our safety culture starts with our ESG statement and values

VALUES:

Safety and Integrity: We are dedicated to ethical and legally compliant operations, with safety and integrity at the core of everything we do.

Adaptability: We strive to make informed decisions quickly and adapt with effectiveness in an ever-changing environment.

Collaboration: We work together with landowners, communities and each other to maintain collaborative relationships and maximise beneficial outcomes for Tri-Star and its stakeholders.

Excellence: We strive for excellence by fostering high performing teams that value, respect and engage all our staff.

SAFETY CULTURE:

Safety and Integrity as a core value for Tri Star is supported by the other values in driving and maintaining a safe working culture aimed at eliminating serious harm and catastrophic events and reducing the number and severity of injuries.

We use a systemic approach to provide consistency in managing our health and safety risks and ensure we live our values across our operations and projects.

To enable this, we expect our behaviour to be aligned with due diligence and our values through:

- employees and contractor's collaborating to focus on eliminating or controlling serious harm and fatal risks
- monitoring the critical controls put in place to manage serious harm and fatal risks
- implementing our assurance framework through audits, reviews and verifications against our risk controls
- testing emergency response plans to ensure we can respond if the need arises
- significant events are investigated so we learn and share across the business and the industry

To deliver these expectations we recognise that all our staff play a critical role and we will enable them to be champions for safety, accountable for the safety of their teams, contractors and others potentially affected by the risks of our work.



Authorized by James H Butler Jr, Managing Director