



Work Health and Safety Policy

Nico Resources Ltd (Nico) is committed to providing a safe and healthy workplace by implementing and enforcing risk-based systems, creating the right culture, and providing an inclusive and ethical leadership style that empowers individuals to speak up. Our work health and safety (WHS) performance commitments are to:

- Implement a Mine Safety Management System to provide a framework for setting WHS objectives that continually improves our WHS performance and manages risks.
- Utilise a risk management framework during all phases of Project development and execution to identify hazards, assess risk and identify controls using a mitigation hierarchy to eliminate hazards and reduce risk to as low as reasonably practicable.
- Comply with relevant laws and regulations, standards, and codes of practice.
- Listen to and consult with workers as a means to maximise our WHS performance.
- Provide information, training, and instruction relevant to the nature of the work, risks, and control measures.
- Empower personnel to stop work if they feel the work activity is unsafe.
- Ensure all personnel are aware of their WHS responsibilities.
- Prepare, maintain, and implement an emergency plan for our business operations and that of the local community in consultation with emergency service providers, workers, local government, and the community.
- Ensure Safety-in-Design principles and statutory requirements are embedded in the design and construction procedures and processes, to mitigate construction, operational and maintenance risks.
- Ensure safe work method statements are implemented and understood, for high-risk work.
- Review and approve contractors' respective health and safety management plans before their commencing work.

Nico employees, contractors and subcontractors, authorised visitors and any person working for or on behalf of Nico are responsible for implementing this policy. Senior management is committed to the implementation of this policy.

A handwritten signature in black ink, appearing to read "Jonathan Shellabear".

Jonathan Shellabear
MANAGING DIRECTOR
 10 July 2023