



## HEALTH, SAFETY & ENVIRONMENT POLICY

### PURPOSE

Primero is committed to the health and safety of its workforce and the protection of the environment in the provision of products and services. Primero values each individual employee and recognises that the duty of care, responsibilities and obligations are a reciprocal relationship between the company and its workforce. Primero believes all injuries and occupational illnesses are preventable and its priority is to prevent any fatalities, injuries and/or illness arising during the course of employment.

### OUR AIM

- To be “Primed for Safety” and where practicable, to cause no harm nor adverse impact to the Company’s people or the environment when conducting business operations;
- Comply with all applicable legislation, Australian Standards and other responsible industry requirements to which Primero subscribes;
- Establish and maintain a Health, Safety and Environment (HSE) Management System in accordance with AS/NZS ISO 4801;
- Provide and maintain an HSE Management system in consultation with all employees;
- Develop methods of evaluating performance based on measureable objectives and targets for continual improvement of the Company’s processes and behaviours when identifying and achieving HSE goals as part of the Corporate HSE Management System;
- Identify and control hazards and risks including action plans and risk assessments to establish, monitor and maintain a safe workplace;
- Ensure employees are properly selected, qualified and educated in the company’s HSE practices;
- Develop a culture which focuses on injury prevention, fitness for work responsibilities, waste minimisation, pollution control and accountability through transparent recording and reporting measures; and
- Communicate this policy across the whole organisation by effectively utilising resources such as toolbox meetings, inductions, notice boards, crib-rooms, and other means as appropriate.

### COMMITMENT TO OUR CLIENTS

This policy applies to all Primero personnel, sub-contractors, and visitors affiliated with Primero, across all projects and operations at all times. Managers and supervisors have a duty of care to monitor the work environment, prevent exposure of the workforce to hazards or harm and promote this policy.

Cameron Henry  
Director

Dean Ercegovic  
Director

Brett Grosvenor  
Director