



Health, Safety & Wellbeing Policy

**VRX Silica Limited ACN 142 014 873 and all related entities
within the VRX Silica Limited Group (“the VRX Silica Group”)
or (“VRX Silica”)**

Dated **September 2021**

Our Commitment

At VRX Silica Limited we believe health, safety and wellbeing is integral to our business and our people. Our commitment to achieving superior health and safety performance and investing in health and safety management is at the forefront of our business values and strategies. To provide a safe and healthy work environment where all employees, contractors and visitors must be fit for work, is fundamental to the success of VRX Silica Limited. We are committed to managing our activities and operations so as to ensure the health, safety and wellbeing of employees, contractors and visitors. We strive to create a positive workplace culture in which everyone actively supports, acts and contributes and are in a condition that enables them to carry out their work competently and in a manner which does not threaten the safety and health of themselves or others.

How we demonstrate our commitment

- operate a health and safety management system to maintain a high standard and drive continual improvement in the Company's health and safety performance
- apply safety management strategies and systems with the active participation of all stakeholders
- establish and communicate clear health and safety objectives and targets
- identify, assess and manage health, safety and wellbeing risks to as low as reasonably practicable
- build and maintain a workplace environment and culture to prevent all incidents and support wellbeing through visible and effective leadership
- undertake training to ensure employees and contractors have the skills required to work safely
- educate and provide information to all employees and contractors regarding potential health, wellbeing, stress, fatigue, mental health and fitness for work impacts and strategies to manage their concerns
- ensure all employees, contractors and visitors understand the requirement to present to work in a condition whereby they are physically and mentally capable of safely carrying out their duties
- utilise practices, including pre-employment medicals that aim to ensure employees and contractors are fit, healthy and capable to undertake their assigned duties
- conduct alcohol and other drugs testing of employees, contractors and visitors on a regular basis, where we expect zero blood alcohol content, and no usage of illicit substances or drugs that adversely impact a person's fitness in the workplace
- provide confidential counselling and other support as appropriate for employees
- analyse and review performance, apply preventative measures as appropriate and share learnings with all personnel.

Responsibility and accountability

Occupational health, safety and wellbeing is the responsibility of everyone engaged in activities at VRX Silica Limited. We expect that everyone takes personal responsibility and care when conducting their work to ensure they do not adversely affect the health, safety and wellbeing of themselves or others by:

- creating a safe workplace by identifying potential sources of hazards and act to manage those hazards, including stopping work to make situations safe at all times
- declaring if they are taking medications or have a medical condition that could impact on their ability to undertake work safely
- inform their respective supervisor of any changes in their personal circumstances that may affect their health or wellbeing and that may impact their fitness for work.

This Policy will be reviewed on every two years to ensure it remains consistent with all relevant legislative requirements, as well as the changing nature of the organisation. This Policy may be amended, withdrawn or replaced from time to time at the sole discretion of VRX Silica Limited.

Owned By: Company Secretary

Approved By: Board of VRX Silica Limited

Last Updated: September 2021