

# Health, Safety and Wellbeing Policy



Matador Mining Limited (**Matador**) is committed to the Health and Safety and the protection of our employees and contractors from injury and/or occupational disease through:

- The provision of safe and healthy working conditions;
- Fulfillment of our legal obligations and requirements;
- Appropriate hazard and risk management ;
- Embedding and sustaining a Courageous, Authentic, Responsible and Empowering (CARE) health, safety & wellbeing culture; and
- Continual improvement in all areas of health, safety and wellbeing.

The following core health, safety and wellbeing values form the basis of achieving Matador’s aim of ‘eliminating workplace illnesses and injuries’:

- Our people are valued and we are committed to ensuring the physical and mental health, safety and wellbeing of all of our people;
- We will embed and sustain a culture where all employees and contract partners understand that everyone is accountable and responsible for their own health, safety and wellbeing;
- Workplace illnesses and injuries are preventable through effective health, safety and wellbeing management, an interdependent health, safety and wellbeing culture that includes continual learning and improvement from hazards, near hits and incidents; and
- Communication and consultation are integral to working together for a safer workplace.

To achieve Matador’s aim of ‘eliminating workplace illnesses and injuries’, Matador will:

- Actively and continuously seek to report and rectify all hazards, non-compliances, near hits, and incidents to provide a safe working environment for all;
- Undertake risk management activities to identify, prioritise and control all risks that may negatively impact health, safety and wellbeing risks in the workplace;
- Implement and maintain a fit-for-purpose health, safety and wellbeing management system and appropriate work practices;
- Actively involve and engage relevant stakeholders in the development, implementation and improvement of health, safety and wellbeing standards, procedures and practices;
- Encourage all personnel to constructively point out where the company, employees or consultants are potentially failing in their duties;
- Provide employees, contract partners and visitors with the information, training and supervision necessary to ensure the health, safety and wellbeing of those around them;
- Provide employees and contractors with the equipment, facilities and resources to ensure that they carry out their duties safely;
- Regularly communicate and consult with our employees, contractors, consultants and as appropriate regulators, local communities and other stakeholders on relevant health, safety and wellbeing matters;
- Comply with or exceed all relevant legislation, applicable standards and guidelines, and all relevant policies and procedures; and
- Strive to continually improve its health, safety and wellbeing performance.

This Policy will be reviewed periodically to ensure it remains relevant to the needs of Matador and its stakeholders.