



# COMPANY POLICY

## Health, Safety, Environment and Community

### LIT-POL-012

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## 1. POLICY

At Livium, we prioritise our care and commitment to Health, Safety, Environment and Community (HSEC). It is integral to the way we do business and starts with each one of us. To align with Our Purpose, Our Values and with our Code of Conduct, we are committed to: Health, Safety and Environment.

We recognise that workplace health encompasses both physical and psychological wellbeing. Our commitment extends to identifying and controlling psychosocial hazards including factors in work design, systems of work, management practices, and workplace interactions – that may impact mental health and safety.

Our primary goal is to cultivate a healthy workplace that is free from injuries and ensures the well-being of all and to minimise impact to the environment. We are unwavering in our commitment to effective Workplace Health and Safety (WHS) and environmental management and our respect of the communities within which we operate.

We consider our community, within the context of our operations, to encompass individuals, families, businesses, and institutions residing or operating in the immediate vicinity of our facilities. It comprises local residents, stakeholders, and partners who are directly impacted by our presence and activities, as well as those who share a vested interest in the well-being and sustainable development of this area.

## 2. PURPOSE

Our dedication to health, safety and environment is integrated into every aspect of our activities, ensuring that employees and contractors return from work each day injury-free, and that communities and environments within which we operate are not negatively impacted. To achieve this, we will ensure our management systems:

- Provide safe and healthy working conditions to enhance wellbeing and prevent work related injuries, ill health, harm to the environment and our communities.
- Identify, assess and seek to mitigate and manage risks and hazards to protect safety, health and wellbeing, including mental health.
- Adhere to health, safety and environmental laws, regulations, obligations and relevant standards.
- Apply practical, effective controls to eliminate hazards and reduce risks associated with our workplaces, work design, system changes, products and services.
- Set clear, achievable goals and targets for performance measurement whilst striving for our goal of no serious injuries or ill health.
- Empower all employees to proactively enhance their workplace conditions by providing tools and training.
- Provide for the efficient use of resources to minimise the negative environmental impact of our operations, products and services.
- Limit air pollution, vibration, and noise pollution which may pose various risks to human health, wildlife, communities and the environment.

Engaging with the community is vital to foster transparency, building trust, and to ensure that policies and practices are aligned with the unique needs and concerns of the local population and the environment. To achieve this, we will:

- Respect the values and cultural heritage of our communities.
- Work at being a valued corporate citizen, actively engaged in inclusive partnerships with our communities to provide employment, social and economic benefits.
- Maintain open lines of communication with community members, seeking their input and feedback when appropriate on our operations and addressing any concerns or complaints promptly.

## 3. RESPONSIBILITIES

The Board holds the ultimate responsibility for HSEC, ensuring safe systems of work, and supporting HSEC programs. Oversight of HSEC matters is performed by the Audit and Risk Committee.

Management is accountable for enforcing and implementing WHS policies, procedures, and standards, and ensuring compliance with legal obligations. This includes identifying and mitigating and managing risks and hazards through consultation with employees, Health & Safety Representatives, and where applicable, independent contractors.

All employees, independent contractors, customers, and visitors are each responsible for adhering to this HSEC policy, and associated procedures and standards. This includes participating in the identification of risks and hazards, reporting injuries or concerns, both physical and psychosocial, and engaging respectively in all workplace interactions.

Together, we are committed to upholding the highest standards of workplace health and safety to create a secure and thriving environment, for all stakeholders.

## 4. OUR ACTIONS

To meet our HSEC commitments we will:

- Foster an environment of care and support for our physical and psychological health and wellbeing, maintaining a zero tolerance for bullying, harassment, discrimination, and workplace violence.
- Be visible leaders across our teams, actively consulting with and seeking participation from our employees and internal and external stakeholders.
- Clearly define, articulate and meet our HSEC responsibilities and accountabilities.
- Align HSEC activities with business strategies and risk profiles whilst setting, monitoring and reporting on associated objectives and targets.
- Provide appropriate HSEC information and training, develop our capability and decision making abilities whilst fostering an environment of learning.
- Continually improve our HSEC performance and supporting management systems, taking into account HSEC risks and opportunities and applying governance programs to assure the effectiveness of risk control measures.
- Comply with legal and other business requirement.
- Publish our HSEC performance on a quarterly basis

## 5. POLICY REVIEW

This HSEC policy will be reviewed every two years to ensure its ongoing relevance and effectiveness, adapting to changes in health, safety, and environmental regulations as they may occur. Updates will be communicated to all employees, and training or awareness programs may be conducted to reinforce the policy's requirements.

By adhering to this Health, Safety, Environment and Community policy, we demonstrate our commitment to protecting the health, safety, and well-being of our employees, contractors, visitors, communities and the environment.