



Health and Safety Policy

1. Objective

Leigh Creek Energy is committed to providing and maintaining a safe working environment for its Employees. The Health and Safety Policy (Policy) outlines the commitment of Leigh Creek Energy Limited (the Company) to a safe and harmonious working environment. Any reference to the Company is taken to include the Company's subsidiaries and controlled entities and also entities where the Company is operator.

Core Values:

- We will provide and maintain a workplace that is safe and prevents injury and harm to all employees and visitors.
- We are committed to excellence in health and safety performance and will comply with all health and safety laws and regulations.
- We are committed to regular discussions with employees to ensure that health and safety issues are regularly reviewed.
- We will continuously improving health and safety by addressing hazards and reviewing outcomes.

2. Scope

This Policy relates to board members, all full-time, part-time and casual employees of the Company as well as contractors, temporaries, subcontractors and volunteers working for or on behalf of the Company (Employees).

3. Strategies

To meet the objectives of this Health and Safety Policy the Company will;

- Maintain and improve the Health and Safety Management System (HSMS) across the company.
- Adopt risk management principles and practices which identify potential hazards, evaluates risk and acts to eliminate, control and mitigate workplace hazards.
- Accept our legal and ethical obligations to ensure our workplaces are safe.
- Consult employees, communicate clearly and encourage employee participation with all matters relating to health and safety.
- Provide adequate resources to employees to ensure continuous improvement and performance (such as safety training).
- Report and investigate all incidents.
- Monitor, audit and review the HSMS on a regular basis.

4. Responsibilities

All employees are responsible for ensuring this policy is implemented and have a duty to take care of their health and safety and the health and safety of others. All employees must comply with safety procedures and directions and must inform their managers of hazards, accidents, and near misses occurring at the workplace. No employee or visitor is permitted to encourage or coerce another to engage in either an unsafe act or an act that an individual believes may be unsafe. Managers must be aware of their allocated responsibilities and ensure that the HSMS is implemented at all times.