



Montem Resources

Health and Safety Policy

Montem Resources Limited

ACN 623 236 831

Document Controls	
Adopted by the Board on	19 April 2018
Last Review Date	14 December 2022
Review Frequency	Every 12 months
Policy Owner	Governance

Montem Resources Limited
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Australia

1. Purpose

- 1.1 The Company's board of directors (Board) is committed to eliminating workplace injuries and illness by providing a respectful, safe, and healthy work environment and enabling work activities to be carried out safely, and with all practical measures taken to mitigate risks to the health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by the Company's operations.
- 1.2 Montem Resources Limited (Montem or the Company) has adopted this Health and Safety Policy (Policy) and a set of procedures and guidelines to ensure that the Company and its subsidiaries (Group) comply with all laws, codes of practice and Australian standards that apply to its business activities and locations.
- 1.3 This Policy is to be used in conjunction with Montem Resources Alberta Operations Health and Safety Management System and the Employee Handbook. For the avoidance of doubt, this Policy is the senior Policy of Montem's overall Health and Safety system, and takes precedent for overlapping guidelines.

This Policy applies to all business operations and functions, including those situations where workers are required to work off-site.

The Company focuses equally on the physical work environment, its systems, and the culture of its business.

2. Responsibilities

- 2.1 To achieve Montem's objectives the Board and Management will:

- put safety as the first and most important consideration when making decisions and taking actions
- establish a safety culture that results in employee empowerment to stop unsafe actions, where employees take necessary action to ensure their safety and the safety of others
- maintain internationally recognized standards for health and safety management systems as set out in ISO 45001
- establish appropriate and measurable health and safety objectives
- continually monitoring and improving our performance
- clearly define roles, responsibilities and accountabilities for all of our team to implement this Policy and provide training to maintain and enhance the competencies required to do so;
- provide information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health;
- consult and co-operate with workers in all matters relating to health and safety in the workplace and promote a culture of personal responsibility for safety and health at all levels within the organisation;
- set measurable safety and health objectives and targets to support the continuous improvement of our performance, and
- implement a safety and health risk management system where hazards in the workplace are identified, assessed and eliminated, where possible, or else controlled according to the hierarchy of controls.

- 2.2 A high standard in Workplace Safety and Health can only be achieved with the co-operation and active participation of all Montem employees, managers and contractors who have an obligation to:

- comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment;
- take reasonable care of the health and safety of themselves and others;
- wear personal protective equipment and clothing where necessary;
- comply with any direction given by management for health and safety;
- not misuse or interfere with anything provided for health and safety;
- report all accidents and incidents on the job immediately, no matter how trivial;
- report all known or observed hazards to their supervisor or manager;
- identify, assess and manage safety risks;
- recognise that activities may have a localised and short-term impact on the environment and will work to reduce the impact wherever practicable; and

- ensure as a minimum standard compliance with environmental law, regulatory requirements, and environmental license requirements.

3. Education and Training

3.1 To ensure that employees are aware of the importance of occupational, health, safety and environmental (OHSE) issues, the Company provides ongoing education and training to:

- involve employees in developing risk solutions;
- ensure an awareness of workplace risks and hazards;
- ensure an awareness of environmental impacts; and
- facilitate discussion to identify new or emerging risks and hazards.

3.2 Safety is a shared responsibility between the Company and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Company's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks.

4. Breaches

4.1 All Employees are required to comply with this Policy. Breaches of this Policy will be viewed seriously and may lead to disciplinary action being taken against the relevant Employee. In serious cases, such action may include dismissal. Employees should report all breaches of this Policy by any person to the CEO.

5. Policy Review

5.1 This Policy cannot be amended without approval from the Company's Board. This Policy will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of the Company.

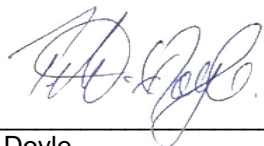
6. Further Assistance

6.1 All questions, comments, and concerns about the operation of this Policy should be directed to the CEO. This Policy should be administered in conjunction with the policies and procedures within the Montem Resources Alberta Operations Ltd. Health and Safety Management System, and the Employee Handbook.

7. Approved and Adopted

7.1 This Policy was approved by the Board on 14 December 2022. We expect all employees, and contractors to be leaders in health and safety through identification of hazards, and the elimination and control of all potential risks.

Your safety is my safety



Peter Doyle
Managing Director and Chief Executive
Officer Montem Resources Ltd



Mark Lochtenberg
Chairman and Non-Executive Director
Montem Resources Ltd