

Health and Safety

Policy

November 2023

PLS-POL-HS-001

1 PURPOSE

Pilbara Minerals Limited and its subsidiaries (PLS, the Group) value the Health, Safety and Wellbeing of everyone within our workplaces and within the communities in which we operate.

Our underlying commitment to this is at the forefront of the PLS Values, and we actively promote a culture of behavioural safety in which our people actively carry out their work such that no harm comes to themselves or those around them.

To achieve this commitment, PLS and its subsidiaries will:

- Foster a pro-active and collaborative Health and Safety culture through leadership, education, consultation, and empowering workforce engagement in active decision-making.
- seek continual improvement of our health and safety performance utilising key leading indicators to deliver performance improvements.
- provide a mentally healthy workplace that promotes the health, safety, and wellbeing of all.
- develop and continually improve our health and safety standards, systems and procedures in alignment with applicable laws and regulations
- develop and continually improve critical risk management and critical controls implementation.
- create a safe and respectful workplace free from discrimination, physical assault, harassment, intimidation, bullying, and sexual assault, and
- provide appropriate and effective communication, instruction, and training with regards to health and safety.

Everyone within our workplaces has a duty of care to take responsibility for their own actions and work as a team to achieve a workplace that is injury free, ensuring all our people return to their families safely.

POLICY HISTORY

This Policy is approved by the Board and will be reviewed on an annual basis and amended as required.

ESTABLISHED	28 October 2022
LAST REVIEWED	21 November 2023
FREQUENCY	Annually