



Occupational Health and Safety Policy

Horizon Minerals Limited (Horizon) is committed to providing a safe and healthy work environment for all its employees, contractors and visitors. Horizon recognizes that health includes both physical and psychological wellbeing and is committed to identifying and managing psychosocial hazards such as workload, fatigue, bullying, harassment, and occupational stress. Horizon, its officers, employees and contractors strive to achieve an incident free organisation by ensuring all duties are performed correctly and by providing and maintaining resources including:

- ✓ Safe plant, machinery and systems of work.
- ✓ Safe handling, storage, management and disposal of hazardous substances.
- ✓ Appropriate personal protective equipment.
- ✓ Facilities for immediate care and welfare of employees.
- ✓ Information, instruction, training and supervision.
- ✓ Facilities for environmental protection.
- ✓ Consultation with workers on matters affecting their health and safety.
- ✓ Complying with all applicable WHS legislation, regulations, licences, standards and codes of practice.

Horizon officers and senior leaders are accountable for exercising due diligence to ensure effective health and safety systems are in place, resourced, implemented, and monitored.

In achieving a safe workplace Horizon will:

- ✓ Identify, risk assess and then eliminate or control all hazards to health and safety as low as is reasonably practical as the leading item in a total risk management process.
- ✓ Conduct our operations in compliance with all applicable WHS legislation, standards, and licenses.
- ✓ Seek continuous improvement in all aspects of work processes and procedures.
- ✓ Ensure that there is effective involvement and open communication with employees and contractors empowered to speak up on all occupational health and safety matters at all levels in the organisation.
- ✓ Ensure that all employees, contractors and key suppliers have the necessary knowledge and skills to undertake their work in a healthy and safe manner.

Horizon employees and contractors have a responsibility to:

- ✓ Take reasonable care for their own health and safety and that of others.
- ✓ Comply with applicable legislation, policies, safe working practices and any reasonable instructions.
- ✓ Perform all duties in a manner which ensures the individual's health and safety, the health and safety of others.
- ✓ Participate in consultation, training and health and safety initiatives.
- ✓ Stop work and notify a supervisor where conditions present an unacceptable risk.

This vision will only be achieved if we ensure that all incidents are reported, investigated, and when necessary, corrective actions are implemented.

Horizon is committed to fostering a positive culture built on accountability, communication and continuous improvement. Everyone is empowered to speak up about safety concerns.

Approved by the Board 13 March 2028.