



**SheffieldResources**  
LIMITED

## **HEALTH, SAFETY & WELLBEING POLICY**

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## **PREAMBLE**

The Board of Sheffield Resources Limited ("Sheffield" or "the Company") and all its related bodies corporate embrace our commitment to providing and maintaining a safe and healthy workplace that exceeds with legislative requirements, industry standards and community expectations. We are committed to managing our activities to ensure the health, safety and wellbeing of employees, contractors and the community. We strive to create a positive workplace culture enabling all our employees to carry out their work in a manner that does not compromise the health of themselves or their peers.

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## **HEALTH, SAFETY & WELLBEING OBJECTIVES**

The Health, Safety & Wellbeing Policy provides a framework for Sheffield to:

- place the highest priority on the management of safety and health in the workplace;
- develop a continuous improvement approach to safety, health & wellbeing;
- implement safety and health management systems in the areas of accident prevention and control, hazard identification, control and removal, injury prevention, health preservation and promotion, and rehabilitation;
- develop and maintain a positive safety culture where all employees and contractors take responsibility for their own safety and health, and for the safety and health of everyone in the workplace and the community;
- educate and provide information to all employees and our workforce community regarding potential health, wellbeing, and fitness for work impacts;
- ensure that all employees and contractors receive appropriate training and are competent to carry out their duties and responsibilities; and
- comply with all safety and health legislation and regulations, that exceed industry standards and community expectations.

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## **RESPONSIBILITIES**

Occupational health and safety leadership and stewardship is the responsibility of all engaged in Sheffield's business activities and this policy applies to all employees, directors, officers, consultants and contractors of Sheffield and its subsidiaries.

The Board is responsible for implementing strategies to achieve the Company's health, safety and wellbeing objectives via:

- Regularly reviewing and reporting upon objectives whilst continually seeking opportunities for improvement; and
- Complying with regulatory requirements pertaining to occupational health and safety.

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**AMENDMENT OF THIS POLICY**

This policy has been adopted by the Board. Any amendment to this policy can only be approved by the Board.

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**REVIEW OF THIS POLICY**

The Company Secretary will periodically conduct a review of this policy and the effectiveness of Sheffield's standards of conduct with respect to the objects of this policy to ensure compliance with the law and determine the extent to which the ASX Corporate Governance Council's Principles and Recommendations ("ASX Principles") have been met. The Company Secretary will report to the Board with his or her recommendations for consideration by the Board.

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**DISCLOSURE**

A copy of this policy should be made available on Sheffield's website and is to be made available to shareholders of Sheffield upon request.