



CORPORATE HEALTH, SAFETY & SECURITY POLICY (CHSSP)

Capricorn is committed to protecting the health, safety and security of everyone involved in its activities. Protecting people is a core value and we apply high standards of practice through a process of continual improvement of our management systems and performance including the adoption of international codes and standards, including the IOGP for which Capricorn is a member.

Our documented health, safety and security management system will:

- Promote, enhance and sustain a strong health and safety culture demonstrating visible leadership at all levels.
- Comply with applicable national and international health, safety and security laws, regulations and standards.
- Promote and support programmes which improve and maintain health and mental well-being at work.
- Identify, evaluate and control health, safety and security hazards and risks involved in our activities to a level which is as low as reasonably practicable (ALARP).
- Ensure that we have competent resources necessary to achieve our health, safety and security commitments and that everyone understands and follows safe working practices including sharing of knowledge, training our people and improving awareness of stakeholders.
- Set objectives and targets for improving our health, safety and security management and performance including monitoring and reporting openly on our assessment of risk and impacts.
- Ensure that accidents, incidents, near misses and non-compliances with procedures are reported and investigated and lessons learned are implemented in practice and communicated through policies, standards and procedures.
- Ensure that emergency preparedness, contingency and resilience planning, necessary financial capabilities and professional and technical competencies are in place with plans tested regularly, so that incidents can be responded to in a timely and effective manner.
- Ensure that contractors are aware of and comply with our policies and standards and when necessary, we will work with our contractors to raise their standards to meet our requirements.
- Monitor and evaluate our own and contractor performance, competence and capabilities and conduct periodic audits to ensure our controls are effective to ensure our health, safety and security standards are being achieved.
- Consult with and respond to the concerns of our stakeholders on our health, safety and security performance including our employees their representatives and local communities.
- Use our leverage and influence with business partners to promote high standards of health, safety and security.
- Work with regulators and industry bodies in the formulation or improvement of policies, regulations and good practices.
- Ensure all security personnel selected and managed by us support and comply with relevant UN Voluntary Principles on Security and Human Rights and ensure they apply these principles and procedures in a manner that avoids or minimises risks to local communities.

Accountability for this Policy lies with the CEO and Board. Responsibility for compliance with Capricorn's Corporate HSS Policy and standards lies with its officers, directors, managers and staff. It is also the responsibility of each individual to be aware of the risks to personal health, safety and security and to take measures commensurate with the environment in which they are living, working and travelling.

A handwritten signature in black ink, appearing to read 'Randy Neely'.

Randy Neely
Chief Executive Officer

Effective Date: January 2026