

HEALTH AND SAFETY POLICY

Commitment

CMW Geosciences (CMW) is committed to providing a work environment which ensures the safety and health of every person involved with the company's operations. As part of this commitment, we will establish measurable objectives and targets to ensure continued improvement aimed at elimination of work-related hazards, risks, injury, and illness.

Our philosophy is based around understanding the risks and hazards present in our work and reducing both the risk and potential impact. We do this through effective training, passing knowledge from experienced staff to junior members, and learning from non-conformances. We carry out our Health and Safety policy consistently and reliably by working to documented procedures. We are committed to continual improvement of these procedures in a controlled and systematic manner. Our Board Members maintain a direct involvement, combining their complimentary experience to ensure high levels of Health and Safety are provided.

CMW aims to achieve the above by:

- Minimising the risk and impact of injuries and incidents.
- Training our people and contractors to safely carry out their duties.
- Disciplined inspection of the site prior to commencing work to identify and manage risks and hazards.
- Complying with legal and other requirements relevant to health and safety management practices.
- Maintaining, monitoring, reviewing, auditing and continually improving the CMW Health and Safety work practices.
- Providing sufficient resources and establishing and assigning appropriate roles to implement and maintain the health and safety work practices.
- Engaging suitably qualified, skilled, and experienced people to provide safe solutions.
- Identifying, reporting, investigating, and resolving all non-conformances and taking action to prevent recurrence.
- Monitoring and evaluating the health and safety performance of consultants, subcontractors and suppliers and implementing effective communication with them on health and safety and compliance issues.
- Intervening in dangerous work practices that may result in harm to any persons or the environment.
- Encouraging sick staff members to stay home to avoid spreading sickness.

Responsibilities

All CMW personnel and other parties representing CMW, are accountable for following and implementing this policy and the procedures in their area of responsibility and to constantly look for new and innovative ways to improve.

Our Management Team are responsible for:

- Demonstrating leadership in CMW's health and safety culture.
- Overall accountability for the prevention of work-related injury and ill-health, the provision of safe and healthy workplaces and activities.
- The development, promotion and implementation of health and safety policies and procedures that are compatible with other company systems and with the strategic direction of the business.

- The provision of resources to meet the health and safety commitment and supporting personnel to contribute to its effectiveness.
- Communicating the importance of the system and of conforming with it. Promoting continual improvement.
- Engaging with and supporting staff to contribute to the effectiveness of the system and ensuring that the system achieves the intended results.
- Protecting workers from reprisals when reporting hazards, risks, incidents and opportunities.
- Implementing and maintaining processes for consultation and worker participation, including a health and safety committee.

Review

This policy will be reviewed annually by the management team.

Authorised by: Phil Chapman, CEO

Date: November 2024

Signature:



Policy Review Date: November 2025