


BURLEY MINERALS LTD

Work Health and Safety Management System

Work Health and Safety Policy Statement

This document has been authorised by:

Name	Role	Signature	Date
Stewart McCallion	Managing Director		31-03-2024

The designated Responsible Person for this document is:

Name	Role	Signature	Date
TBA	Exploration Manager		

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Document Name	WHS Policy Statement	Reviewed by	SM	Revision Date	31/03/2025
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Details of Version Changes

Version	Description	Date Issued	Creator/ Modifier	Reviewer	Authoriser
1	Original Document	10/03/2024	Wian Marais	S. McCallion	S. McCallion
2	Review	31/03/2024	S. McCallion	Board	S McCallion

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The Burley Minerals Ltd (Burley) Board of Directors (The Board) believes that the well-being of the people we employ, whether directly or as contractors, or people affected by the activities engaged in whilst conducting our business, is an absolute priority and must be considered prior to and during all work performed on our behalf.

We regard our people as our most important asset and we believe that a work environment, which ensures and supports the health, well-being and safety of all Workers and other stakeholders is a shared responsibility.

We regard the health and safety of all our stakeholders and that of the general public as equal in priority to that afforded to our Workers.

Objectives

To achieve a safe and incident-free workplace, we have designed a Work Health and Safety Management System (WHSMS) to ensure that, as far as is reasonably practicable, we shall:

- consider Work Health and Safety (WHS) principles, legislation, and regulations in the planning of all projects and exploration activities,
- involve employees and contractors in the decision-making process through regular communication and consultation,
- ensure that employees, contractors, and sub-contractors identify hazards and implement measures to control risks in the workplace,
- monitor and review the effectiveness of risk controls continuously and
- enhance WHS awareness and knowledge of our employees, contractors and sub-contractors through education and training.

Responsibilities

We believe that everyone at Burley is responsible for health and safety in the workplace. All employees, contractors and sub-contractors are responsible for taking all reasonable care to ensure their own health and safety and that of others around them. Key roles include:

The Board and Senior Management are responsible for the following:

- Development, implementation, and maintenance of the WHSMS and all related Policies, Management Plans, Procedures, Standards, Risk Assessments & Controls and WHS Training.
- Ensuring and managing compliance with WHS legislation, regulations, and duties through WHS audits on *an ad hoc* basis and

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- providing budgets for the implementation and improvement of safety controls and for safety education and training.

Geologists and other Field Staff are responsible for the following:

- Ensuring that all exploration activities undertaken are aligned with WHS policies, comply with the Safety Management Plan (SMP), follow Procedures, conform to Standard and abide by controls to minimise risk exposure,
- compliance with all relevant WHS legislation, regulations, and duties and
- attending WHS training, as and when required.

Contractors and sub-contractors

- Responsible for the development and implementation of their own WHSMS and ensuring that they align with and adhere to the Burley WHSMS.

Communication and Consultation

We understand that the effectiveness of the WHSMS is underpinned by trust and mutual respect. Communication of and consultation with employees regarding policies and other important WHS matters, potentially impacting their health and safety, will encourage input from employees in the planning, implementation, and maintenance of WHS.

A consultative approach to finding solutions to WHS problems is more likely to make plans work and encourage regular and helpful feedback, than a top-down approach. To this end, open communication without fear of retribution will be encouraged between all Burley employees.

Compliance and Legal

We shall adhere to all relevant legislative and regulatory requirements applicable to WHS and ensure compliance with minimum industry standards by all Workers.

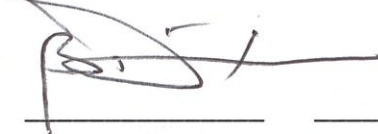
We are committed to effective management of WHS and to budgeting for and allocation of resources required for the ongoing management of this process.

We are committed to fulfilling the objectives of this policy and we shall encourage and expect the same commitment from all our Workers.

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Signed:

Bryan Dixon	Non-Executive Chairman		31/3/2024
_____	_____	_____	_____
Name	Position	Signature	Date

Stewart McCallion	Managing Director & CEO		31/3/2024
_____	_____	_____	_____
Name	Position	Signature	Date

Jeff Brill	Non-Executive Director		31/3/24
_____	_____	_____	_____
Name	Position	Signature	Date

David Crook	Non-Executive Director		31/3/2024
_____	_____	_____	_____
Name	Position	Signature	Date

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