

***Compliance with this Health and safety policy is a priority for all workers (including contractors) and visitors interacting in, or with our business.***

Impact Minerals Limited takes its health and safety duties, and obligations very seriously and genuinely cares about the wellbeing of our workers, contractors and visitors in its workplace.

Impact Minerals Limited is committed to creating a robust, safe and healthy working environment, where reasonably practicable to do so, by:

- Implementing and maintaining a fit for purpose Mine Safety Management System, which ensures all hazards and risks are identified, evaluated and managed, in order to ensure everyone's safety; Providing
- relevant and necessary information, instruction, training and supervision;
- Ensuring that officers and workers understand their responsibilities and, where relevant, are authorised to take remedial action to ensure a safe working environment; and
- Consulting with and engaging the workforce to develop and maintain safe systems of work and related procedures which meet health and safety legislative requirements.

Our officers have a positive, continuous duty to exercise 'due diligence' to ensure that Impact Minerals Limited complies with its legal workplace health and safety obligations, for which they can be held personally liable. This due diligence includes:

- Having up to date knowledge of health and safety within the workplace including their legal responsibilities, industry trends, management processes and practices, processes of review, and understanding the business and the hazards and risks in the operations;
- Ensuring the business has available for use, and uses, appropriate resources and processes to eliminate or minimise health and safety risks from the work carried out;
- Ensuring that the business has appropriate processes to receive and consider information about incidents, hazards and risks and responding in a timely manner;
- Ensuring the business has, and implements, systems and processes to comply with the law including reporting, consultation, communication, compliance, training, instruction, supervision, policy and procedures, and a system of audit and review;
- Ensuring there is a system to verify, monitor and refresh the provision and use of our resources and processes through continuous improvement.

All workers have a Duty of Care and must also take reasonable care for their own health and safety and take reasonable care that their own acts or omissions do not adversely affect the health and safety of others. They are required to be fit for work at all times; to follow reasonable instructions, policies and procedures; to identify and report hazards in the workplace; and promote a safe working environment.

Authorised by The Board of Directors of Impact Minerals Limited.

Date: *March 2023*