

INTRODUCTION

At Alligator Energy we are deeply committed to ensuring the physical and psychological health, wellbeing, and safety of our people - where everyone who goes to work returns home safe and healthy.

PURPOSE

The purpose of this policy is to:

- Make a commitment to protecting the health, safety and wellbeing of all employees, contractors and visitors.
- Foster a safe working environment, minimise risks, and ensure compliance with relevant legislation and best practices.
- Provide the framework for a Work, Safety and Wellbeing management system including management plans, procedures and forms etc.

SCOPE

This policy applies to all Alligator Energy's employees, contractors and visitors.

RESPONSIBILITIES

- Senior Management is responsible for leading policy implementation and compliance and ensuring adequate resources are provided to meet policy objectives.
- Safety and Radiation Safety Officer(s) are responsible for setting up and maintaining supporting industrial and radiation safety systems including ongoing compliance monitoring.
- Managers and Supervisors are responsible ensuring compliance with health and safety for monitoring project teams, advising on safety matters, and facilitating communication between management and employees.
- Health and Safety Advisors and or Representatives where appointed are responsible for monitoring compliance, advising on safety matters, and facilitating communication between management and employees.
- Employees are required to comply with all health and safety procedures, report hazards and incidents, and participate in training programs.

PRINCIPLES & COMMITMENTS

Our principles and commitments include:

- Complying with relevant health, safety (including radiation safety) and wellbeing legal and other requirements.
- Ensuring safety and wellbeing are prioritised and seamlessly integrated into everyday tasks.
- Managing the potential harmful effects of occupational radiation exposure, ensuring all doses remain As Low As Reasonably Achievable (ALARA).
- Implement industry leading management and monitoring measures to ensure compliance with regulatory specifications for health, safety, and radiation safety.
- Actively identify physical and psychological hazards, assessing their risks and eliminating or minimising those risks.
- Taking compassionate and practical measures to prevent and alleviate the risk of harmful workplace behaviours providing a work environment where people feel empowered and supported to speak up or stop work if a health and safety or wellbeing risk arises.
- Clearly defining and communicating health, safety and wellbeing responsibilities.
- Implementing streamlined processes to report, investigate and resolve hazards, incidents, and near-misses.
- Provide appropriate information, training, instruction, and supervision.
- Setting measurable targets for ongoing enhancement of health, safety, and well-being performance.

REVIEW & MONITORING

This policy will be reviewed on a three yearly basis and updated as necessary to reflect changes in legislation, industry standards, and organisational practices. Performance against this policy's objectives will be monitored regularly to ensure its effectiveness.

Approved by the Board of Directors
19 June 2024