

## Health and Safety Policy

Our People First core value reinforces the utmost importance we place on the health, safety and wellbeing of our people, including our workers, business partners and communities in which we operate, and our responsibility to provide and maintain a safe and healthy working environment.

Genesis' Directors and Senior Leadership are committed to developing, promoting and continuously improving our health and safety management system, work environment and culture with the aim to prevent injury or illness, both physical or mental, for our people, including contractors and visitors.

Genesis will achieve this by:

- ▶ Developing a health and safety culture that is built on visible leadership, trust and engagement
- ▶ Implementing and maintaining a health and safety management system with participation from employees and contractors to minimise and control risks in the workplace with consideration to the communities in which we operate
- ▶ Providing all workers with the information, inductions, instruction, training, and supervision to enable safe and effective work
- ▶ Providing training in hazard identification, risk assessment and management, including management of Principal Mining Hazards and other fatality risks so all personnel can work collaboratively to provide a safe working environment
- ▶ Providing and maintaining Personal Protective Equipment (PPE), facilities, structures, plant and equipment to facilitate a safe and healthy work environment
- ▶ Reporting and investigating identified incidents to implement appropriate control measures to prevent recurrence
- ▶ Providing education in, and encouraging awareness of, mental health issues, including the causes, symptoms, and risk factors
- ▶ Measuring and monitoring health and safety performance, seeking opportunities for improvement and innovation for our health and safety systems and culture
- ▶ Complying with all applicable legislation, regulations, and codes of practice relevant to the resources industry
- ▶ Communication of this policy to all stakeholders affected by our operations including employees, partners, contractors (including subcontractors) and other relevant persons

All employees and contractors have a duty of care to take reasonable care for their own health and safety and those around them by working in safe manner and complying with all relevant policies and procedures provided by Genesis. This Health and Safety Policy is applicable to the entire workforce of Genesis and its subsidiaries, including employees, contractors, and visitors for all operational mines and exploration sites which we operate.

This policy is subject to annual review by the Risk & Sustainability Committee, with any material changes recommended to the Board of Directors for approval.

### Approved by the Board

Review Date     September 2025  
Next Review     September 2026