



## **Health Safety and Environment Policy**

**Strategic Energy Resources Limited**

**ACN 051 212 429**

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## Document History

Version	Summary of Amendments	Approved by	Approval date
1.0	New Health Safety and Environment Policy	Board	25 January 2022
2.0	Biennial Review of the Policy	Board	26 March 2026

## Other Policy Details

Key Information	Details
Approval Body	Strategic Energy Resources Ltd Board of Directors
Key Stakeholders	Strategic Energy Resources Ltd Board of Directors Strategic Energy Resources Ltd Senior Management
Responsibility for Implementation	Managing Director
Policy Custodian	Managing Director
Next Review Date	26 March 2028

## Legislative and Regulatory Framework

Authority	Law, Resolution or Regulation
Australian Government	Corporations Act 2001 (Cth) (" <b>Corporations Act</b> ") Work Health and Safety Act 2011
ASX Corporate Governance Council	ASX Corporate Governance Principles and Recommendation (2019) (" <b>ASX Principles</b> ")

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## 1. Introduction

- 1.1. Strategic Energy Resources Limited (“SER” or the “Company”) and its subsidiaries (collectively, the “Group”) activities are managed in a manner that supports our duty of care to our people, the environment and our stakeholders. The Company is fully committed to the provision and maintenance of a safe and healthy environment for all employees, contractors and visitors to SER sites.
- 1.2. The Company is committed to achieving and maintaining a good health, safety and environmental performance that The Company have identified as critical to the success of our business. This undertaking to provide a safe working environment is underpinned by our commitment to conduct the following:
- (a) Comply with all applicable Health Safety and Environment (HSE) laws, regulations and best industry practice and operating standards in the geographical locations where the Company conducts its business activities.
  - (b) Identify HSE risks and implement effective controls and barriers to give all opportunities for managing the risks, reducing them to ALARP and improving HSE performance.
  - (c) Provide a safe and healthy environment at all workplaces for our employees, contractors and visitors.
  - (d) Take all reasonable steps to minimise adverse environmental impacts by managing our worksite emissions to air, land and water.
  - (e) Maintain our consultative communication with involvement from our key stakeholders including our employees, contractors, customers, partners, government authorities and the local community.
  - (f) Engage major suppliers and contractors by placing a high emphasis on their HSE processes and performance as well as other performance indicators.
  - (g) Continue to support our employees and contractors by enhancing their awareness of HSE risks and controls that are implemented to manage these risks. SER is committed to continue to recognise opportunities for improving HSE performance both for SER and for our partners.
  - (h) Provide resources required for effective governance and assurance processes to monitor and regularly review our HSE performance.
  - (i) Empower all employees and contractors with the authority and duty to stop or delay work when effective HSE risk management controls are not in place.

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## 2. Responsibility

- 2.1. Responsibility for the application of this policy applies to all employees, contractors and joint venture partners engaged in activities under SER’s operational control.
- 2.2. If any employee, contractor or joint venture partner identifies a risk under this Policy, the person must report their concerns in the first instance, to their supervisor.
- 2.3. In implementing the HSE Policy, the Company will promote a culture in which SER manages risks responsibly by integrating the HSE Policy commitments into our day-to-day operations, business

planning activities and decision-making processes.

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### **3. Compliance with the Law**

- 3.1. The law protects employees who suffer from medical conditions (e.g., clinical depression) or mental disorders (e.g., schizophrenia.) and in line with Company's Diversity and Inclusion practices, we will treat these employees fairly and not disclose their condition or other medical information. Instead, we will attempt to support employees who come to us with mental health issues and establish strategies that apply to everyone.
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### **4. Policy Review**

- 4.1. This Policy cannot be amended without approval from the Company's Board.
- 4.2. This Policy will be reviewed biennially by the Board to ensure that it remains effective and meets best practice standards and the needs of the Group.

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**Appendix A**

**Strategic Energy Resources Limited**

**Declaration of Acceptance by Employee/Consultant of the Health Safety and Environment Policy**

**1. EMPLOYEE/CONSULTANT DETAILS**

Please insert your details in the box below:

Employee/Consultant name:	
Employee/Consultant address:	
Engagement Company:	Strategic Energy Resources Limited

**2. DECLARATIONS AND SIGNATURE**

Please read the following declarations and print your name, sign and date the form, in the space provided.

By signing this Declaration, the Employee/Consultant declares that they have read and understood the Health, Safety and Environment Policy dated 26 March 2026.

**Full name** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_