

Health, Safety and Environment (HSE) Policy

Approved by the Board with effect from 6 August 2020

1. Overview

- 1.1 Torrens Mining Limited including each of its subsidiaries (**Torrens** or the **Company**) adheres to the principles set out in this policy.
- 1.2 Protection of health, safety and the environment (**HSE**) including prevention of pollution by the Company are the primary goals of the Company. HSE is the Company's highest priority and will not be compromised.
- 1.3 The Company is committed to protecting the health and safety of all employees and ensuring that our activities are not harmful to the environment or the community.
- 1.4 All employees must conduct their duties and responsibilities in compliance with applicable law and industry standards relating to health and safety in the workplace, protection of the environment and prevention of pollution to the environment.

2. HSE Principles, Objectives and Methods

- 2.1 The principles of the Company include the following:
 - (a) all accidents can be prevented;
 - (b) no task is so important that risk of injury to people or damage to the environment is justified; and
 - (c) effective HSE management is a critical foundation for sustainable management.
- 2.2 The Company's HSE objectives include:
 - (a) zero harm to people and the environment;
 - (b) to show leadership in the field of HSE management; and
 - (c) to work in a responsible and sustainable manner.
- 2.3 The Company is committed to HSE and will adopt the following methods:
 - (a) promote a positive culture based on improving our HSE performance;
 - (b) comply with all legal and regulatory requirements;
 - (c) eliminate hazards and behaviours that could cause accidents or injuries;
 - (d) implement controls to eliminate pollution and environmental harm;

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- (e) Provide training and resources for staff to maintain safe work systems;
- (f) Employ only contractors who aspire to the Company's high HSE standards; and
- (g) Measure HSE performance against pre-set objectives and targets.

2.4 This policy applies to all Company worksites and covers all our activities.

3. Health and Safety and Zero Harm Culture

3.1 The Company is committed to providing a safe working environment for all of our employees, contractors, suppliers and stakeholders.

3.2 The Company strives to provide a zero-harm working environment through the development of our integrated health and safety management system based on continuous improvement.

3.3 The Company's guiding principles to achieve the goal of zero harm are:

- (a) the safety of Company employees and contractors is vital and of paramount importance;
- (b) all injuries and incidents are preventable;
- (c) working safely is a condition of employment or engagement;
- (d) everyone is expected to manage workplace risks and identify hazards;
- (e) good safety performance will enable us to achieve our exploration, business and financial goals;
- (f) looking after the wellbeing of our employees by encouraging healthy lifestyles will result in a more engaged and focused workforce;
- (g) the Company will hold everyone accountable for their own safety and that of their mates and colleagues; and
- (h) being held accountable for safety means there may be significant consequences for disregarding safety practices or employing poor practices.

3.4 As part of our commitment, the Company will:

- (a) **Never compromise** on any of our safety and environment values.
- (b) **Meet or Exceed** all applicable laws and regulations and Company standards.
- (c) **Work together** with its employees in the development and implementation of standards.
- (d) **Integrate** health and safety into all aspects of its operational decisions and activities.
- (e) **Establish** relevant and measurable indicators to determine organizational performance.

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- (f) **Promote** healthy lifestyles through appropriate awareness and training, fitness for work standards and occupational health programs and benefits.
 - (g) **Communicate** openly and honestly with respect to the Company's performance in a timely manner.
 - (h) **Maintain High Expectations** of our employees, contractors and suppliers to work in a safe and environmentally sound manner.
- 3.5 To fulfil our commitment to health and safety, we will aim to continually improve our performance by regularly:
- (a) reviewing objectives and targets;
 - (b) engaging with our employees and stakeholders to improve and implement our integrated health and safety management system;
 - (c) identifying and managing health and safety impacts, risks and opportunities;
 - (d) measuring and reporting performance transparently against objectives and targets; and
 - (e) communicating this policy to our employees, contractors, suppliers and visitors while also making it available to the public.

4. Safety Practices and Management System

- 4.1 The Company will:
- (a) Provide leadership, education, and guidance on our workplace to enable employees and contractors to work safely.
 - (b) Ensure good safety practices are integrated into the way we do business and our tasks every day.
 - (c) Implement a robust, practical safety management system with processes to identify, eliminate and/or manage workplace risks and hazards.
 - (d) Educate our workforce on healthy lifestyles by providing practical information on nutrition and exercise and regularly checking on the wellbeing of employees.

5. HSE Compliance Culture and Personal Protective Equipment (PPE)

- 5.1 To fulfil its commitment to HSE, the Company will require its employees and contractors to:
- (a) commit to comply with all procedures and rules on safety and health and protection of the environment as specified by the Company or required by law and regulation;

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- (b) use personal protective equipment (PPE) where needed and maintain those items in good and safe order;
- (c) actively participate in the identification and elimination or control of hazards;
- (d) report all incidents, injuries, and hazards; and
- (e) demonstrate visible leadership in safety and strive for a zero-harm workplace.

6. Environmental Stewardship and Mining

- 6.1 Torrens regards environmental stewardship as an integral part of its business and is committed to minimising potential environmental impacts and risks associated with its activities at every stage of the process: from planning through exploration, development, mining, production and mine closure.
- 6.2 The Company also acknowledges Torrens' reputation and performance in environmental matters is important to our ongoing success through our ability to continue to operate as well as gaining access to new assets.
- 6.3 The Company's commitment to environmental stewardship is achieved by ensuring:
 - (a) environmental considerations are integrated into all aspects of our planning and operational decisions and processes;
 - (b) continuous improvement in environmental performance is achieved, measured and reported;
 - (c) comprehensive and integrated systems of control and accountability for environmental stewardship are in place; and
 - (d) compliance with legal requirements as a minimum standard in achieving our environmental commitments.
- 6.4 Achieving and improving on our environmental commitments is the responsibility of all employees and contractors involved in our projects.

7. Rehabilitation

- 7.1 All rehabilitation will be carried out as soon as is practicable after exploration activities have taken place and in line with the current guidelines for environmental management in exploration and mining.
- 7.2 Torrens will ensure all staff and contractors are aware of all site-specific environmental sensitivities, such as endangered flora and fauna, and will act accordingly.

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- 7.3 The Company is committed to avoiding environmental impact and will work in accordance with guidelines, regulations, and other applicable legal requirements in each jurisdiction in which the Company operates, and will facilitate effective rehabilitation of all disturbed areas due to its activities.

8. Review

This policy shall be reviewed annually by the Board to ensure that it is operating effectively and ascertain whether changes are required to this policy. The Managing Director shall oversee, manage and carry out the administration and implementation of this policy. Implementation shall be subject to the oversight of the Audit and Risk Committee of the Board and ultimately by the Board.

9. Associated Documents

Statement of Values

Code of Conduct

Continuous Disclosure Policy

Risk Management Policy

Shareholder Communications Policy

Social Media Policy

Community Engagement Policy