



PALADIN ENERGY LTD

ACN 061 681 098

OCCUPATIONAL HEALTH AND SAFETY POLICY

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1. APPLICABILITY

This policy applies to:

- executive and non-executive directors;
- full-time, part-time and casual employees; and
- contractors, consultants, advisers and relevant suppliers,

of Paladin Energy Ltd and Paladin group companies and any joint ventures under Paladin's operational control, collectively referred to as Paladin.

2. OBJECTIVES

Paladin is committed to provide and maintain a safe and healthy work environment with the aim of 'Zero Harm' of occupational injuries and illnesses in the work place. Paladin believes that attaining a world class performance in occupational health and safety is critical to the long term success of its business.

The aim of this Policy is to provide the overarching framework for Paladin to achieve world class occupational health and safety performance.

3. STRATEGY

Paladin's occupational health and safety objectives will be achieved by:

- (a) prioritising occupational health and safety in all activities;
- (b) stopping or delaying any work where effective risk management controls are not in place;
- (c) complying with all applicable legislation as a minimum and applying corporate and industry standards;
- (d) ensuring the ongoing physical integrity of equipment and facilities;
- (e) continuously improving work processes, practices and behaviours and learning from past industry performance with an aim to eliminate occupational injury and illness;

- (f) monitoring, measuring and reporting occupational health and safety performance in an open and timely manner;
- (g) implementing and assigning accountability for Paladin's standards, guidelines and procedures;
- (h) creating a culture that empowers and rewards the workforce to act in accordance with this Policy;
- (i) communicating this Policy to employees and contractors and making them aware of their occupational health and safety obligations;
- (j) supporting and developing employees and contractors within a culture of ownership and responsibility for occupational health and safety;
- (k) ensuring contractors and suppliers consistently meet Paladin's occupational health and safety requirements; and
- (l) making this Policy available to the public.

4. RESPONSIBILITIES AND REVIEW

The Managing Director/CEO of Paladin is accountable to the Board of Directors for ensuring this Policy is effectively implemented through annual performance reviews. Performance will be measured through internal and externally recognised auditing and reporting processes.

The Board will review this Policy periodically to ensure that it is current and the requirements of this Policy meet industry standards of excellence for occupational health and safety performance.

Date adopted:	28 August 2008
Last amendment:	18 May 2015
Latest review:	5 June 2020