



PALADIN ENERGY LTD

ACN 061 681 098

RADIATION POLICY

CONTENTS

1. Applicability
2. Objectives
3. Strategy
4. Responsibilities and Review

1. APPLICABILITY

This policy applies to:

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

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 considers excellence in radiation management performance is essential to its business success and is fully committed to achieving minimum radiation exposure to its workers, members of the public and the surrounding natural environment and minimising the potential impact by the safe management of radioactive waste at its uranium mining and processing operations. These objectives will ensure that:

- (a) radiation doses to workers and the general public are less than internationally accepted limits and are as low as reasonably practicable; and
- (b) there are no adverse effects on the regional communities or their environment.

The aim of this Policy is to provide the overarching framework for the business to achieve a high standard of radiation management performance.

3. STRATEGY

Paladin’s radiation objectives are achieved by:

- (a) complying with applicable radiation legislation in each sphere of operation as a minimum standard and applying industry standards;
- (b) identifying, assessing and managing radiation risks at its operations;
- (c) developing and implementing a uniform Radiation Management System (refer note below), including a Radiation Management Plan, for its operations;
- (d) implementing and assigning accountability for Paladin’s radiation standards, guidelines and procedures;
- (e) striving to achieve continuous improvement in radiation management performance;
- (f) ensuring that its employees and contractors are fully aware of their radiation management responsibilities;
- (g) undertaking regular internal and external audits on the Radiation Management System at each site; and
- (h) reporting radiation management performance openly and transparently.

Radiation Management System

The objective in applying the principles outlined in the Radiation Management System is to address the radiation risks associated with handling radioactive ore and concentrates and to reduce these risks to as low as reasonably practicable. The Radiation Management System assists all personnel to meet their duty of care with regard to maintaining their obligations in respect to radiation protection and management of radioactive waste. By identifying and reducing the radiation risks, the Radiation Management System provides a mechanism to ensure compliance with regulatory legislation, policies, standards, guidelines and procedures.

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 regular performance reviews. Performance will be measured through internal and externally recognised auditing and reporting processes.

The Board will review this Policy regularly to ensure that it is current and the requirements of this Policy meet industry standards of excellence for radiation protection performance.

Date adopted:	23 February 2011
Last amendment:	18 May 2015
Last review:	5 June 2020