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HEALTH AND SAFETY POLICY

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1 PURPOSE

The Health and Safety Policy describes the approach of Paladin Energy Ltd (**Paladin**), its personnel, and all subsidiaries in relation to health and safety.

The purpose of this Policy is to:

- Outline the health and safety principles that apply to Paladin's health and safety management systems.
- Confirm Paladin's commitment to ensuring that there is a safe system of work in place across the organisation which supports the safety and wellbeing of its personnel.
- Detail the roles and responsibilities of key personnel within the organisation which support the outcomes of the health and safety of employees and contractors.

2 SCOPE

This Policy applies to each of the following individuals (collectively, **Paladin Personnel**):

- a) executive and non-executive directors (**Directors**);
- b) full-time, part-time and casual employees (**Employees**); and
- c) contractors, suppliers, consultants, agents, representatives and advisers (**Contractors**) of Paladin, Paladin group companies and any joint ventures under Paladin's operational control.

3 OBJECTIVES

Paladin is firmly committed to the health and safety of Paladin Personnel.

Paladin believes that all workplace fatalities, serious injuries, high-potential incidents, and occupational illnesses are preventable. Through a strong safety culture and robust systems, Paladin works proactively to mitigate risks and maintain a safe and healthy working environment.

Paladin also recognises that a high standard of health and safety performance is critical to business success. By reducing incidents and downtime, and fostering a culture of accountability, Paladin enhances productivity and operational resilience.

4 COMMITMENTS

Paladin's health and safety objectives are achieved through a commitment to:

- Complying with all applicable health and safety laws, regulations, and industry standards.
- Maintaining safety management systems that facilitate a structured approach to hazard and risk identification and assessment, and the implementation of controls to mitigate accidents, injuries and illnesses.
- Ensuring the participation of, and consultation with, our employees and contractors on relevant health and safety hazards and risks, and how to effectively control them.
- Providing Paladin Personnel with the necessary instruction, training, and resources to understand their health and safety responsibilities and to enable them to work safely.



- Cultivating a safety conscious culture where every individual takes personal responsibility for their own safety, and the safety of others, and feels empowered to speak up about health and safety issues.
- Supporting employee wellbeing through access to health resources and the provision of a supportive work environment.
- Promptly investigating incidents and near misses, implementing corrective actions to prevent recurrence, and sharing lessons learned.
- Maintaining robust emergency response plans across our operations and regularly testing their effectiveness.
- Routinely monitoring and reviewing health and safety management systems and setting performance objectives to ensure continuous improvement within our operations.

5 RESPONSIBILITIES AND REVIEW

- (a) All Paladin Personnel are expected to support and comply with this Policy.
- (b) The Board is accountable for ensuring the Policy is properly implemented and resourced.
- (c) Management is responsible for ensuring that safety measures are integrated into daily work practices.
- (d) Paladin may review, amend, or revoke this Policy at any time.

Note: All references to the Chair of the Board, Chief Executive Officer, Company Secretary and Chief Financial Officer refer to those officers of Paladin Energy Ltd.

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