

HEALTH & SAFETY POLICY

PDI Gold Ltd (ACN 127 171 877)

1. Introduction

PDI Gold Ltd, together with all its subsidiaries, (“**PDI Gold**” or the “**Company**”) strives to incorporate health and safety as a culture, as a value, and as a priority for our employees, contractors, visitors and the communities within which we operate (our “**Stakeholders**”).

2. Scope

This Policy applies to all stakeholders including employees, directors, officers, and contractors of the Company and its subsidiaries

3. Our commitment

As a minimum, PDI Gold strives to comply with all applicable laws and regulations:

- Conduct business in a healthy, safe, and sustainable manner in recognition of the fundamental role that Health and Safety plays in enabling and supporting PDI Gold to achieve its Purpose, Vision and Values
 - Comply with all applicable legislation, standards, and codes
 - Maintain appropriate objectives and targets to continually monitor and improve safety within our business
 - Maintain all necessary Safety Standards and Management Systems to assist us in conducting our business safely and effectively
 - Regularly review and refine safety policies and procedures and ensure their efficient communication.
 - Prevent injury through the early identification and management of hazards and operational risks
 - Prevent occupational illnesses through the identification, assessment, and management of risk factors, and monitoring the health status of our workforce
 - Ensure incidents are promptly managed and seize opportunities for corrective action
 - Facilitate health and safety education and targeted training
 - Provide and maintain employee awareness of PDI Gold’s expectations
 - Ensure Stakeholders are treated with dignity, care, and respect
 - Recognise the health and safety achievements and outcomes of our Stakeholders
 - Ensure this Policy is appropriately communicated to all Stakeholders and is made available to interested parties.
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- Support the sustainable development of our host communities.

4. Our Goals

The Company aims to protect the health and safety of all our Stakeholders.

5. Our Responsibility

We shall continue to:

- Prioritise our own individual health and safety and do all things possible to avoid adversely affecting the health and safety of any other person.
- Take a proactive approach toward creating a safe and healthy work environment.
- Seek continual commitment and development in improving our safety performance.
- Ensure resources are made available to achieve our Commitment to this Policy.

6. Related Documents Policy in practice

To effectively implement this Policy, the Company will:

- Human Rights Policy
- Health and Safety Policy
- Whistleblower Policy
- Whistleblower Procedure
- Anti-Bribery and Corruption Policy
- Sustainability Policy
- Indigenous Peoples Policy

7. Policy review

The Company will periodically review this Policy to ensure that it is operating effectively.

The Company Secretary is authorised to make administrative and non-material amendments to this Policy. Any material revisions will require the approval of the Board.

Date Approved	2026-05-27
Owner	Board of Directors