

Health and Safety Policy

KRAFTIGS Australia Pty Ltd · ACN 650 985 121 · ABN 21 650 985 121

Version 1.0 · Adopted June 2026

Policy owner	Chief Executive Officer (Ali Hammoud)
Approved by	Board of Directors
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1. Purpose

KRAFTIGS Australia Pty Ltd (ACN 650 985 121, ABN 21 650 985 121) (KRAFTIGS, we, us) is a private company registered in New South Wales. We explore for and develop gold projects in Australia and overseas, working with experienced local operators and technical partners engaged for each project.

Everyone who works for us or on our projects should go home safe and healthy at the end of every shift. This policy sets out how we manage health and safety risks, both physical and psychological.

In New South Wales, our duties come from the Work Health and Safety Act 2011 (NSW) and its regulations. As a person conducting a business or undertaking, we must ensure, so far as is reasonably practicable, the health and safety of workers and others affected by our work. Our officers must exercise due diligence, and our workers must take reasonable care. Mining activities may also be covered by mine-specific safety laws in the relevant State or Territory.

2. Scope

This policy applies to directors, officers, employees, contractors and visitors, and to all work carried out for a KRAFTIGS project, including fieldwork, drilling, travel to remote sites and work carried out by local operators and technical partners, in Australia and in the countries where our projects are located.

Where we share duties with an operator or contractor on a site, we will consult, cooperate and coordinate with them so that each risk has a clearly assigned owner. Overseas, we comply with the law of the country where the project is located and apply this policy as our minimum standard.

3. Policy statements

Identify and control risks. Before work starts we identify hazards, assess the risks and put controls in place, eliminating the risk where we can and otherwise using the most effective controls available (substitution, engineering and isolation before procedures and personal protective equipment).

Anyone can stop unsafe work. Every person has the right and the duty to stop work they believe is unsafe, without fear of being penalised.

Use competent operators and contractors. We check that operators and contractors have the skills, licences, safety record and safety management system the work requires, and we monitor their performance. Every site we run or fund will operate a documented safety management system built to Australian standards.

Plan for remote work and travel. Field trips have a journey plan, communications, first aid and an emergency response plan. We assess security risks before travel and follow advice on travel to the relevant country.

Fit for work. People must not work while impaired by alcohol, drugs, fatigue or illness. We manage hours of work and rosters to limit fatigue.

Mental health. We identify and manage psychosocial hazards, such as excessive workload, isolation, bullying or harassment, in the same way as physical hazards.

Training and information. People receive the induction, training, instruction and supervision they need for the work they do.

Consult workers. We consult workers on health and safety matters that affect them and support health and safety representatives where they are elected.

Report and learn from incidents. All incidents, injuries and near misses are reported, investigated in proportion to their seriousness, and used to improve our controls. Notifiable incidents are reported to the relevant regulator as the law requires.

Look after health. We provide health monitoring where the work requires it (for example, exposure to noise, dust or chemicals) and support injured workers in their return to work.

4. Responsibilities

- **Directors and officers** exercise due diligence: they keep up to date on health and safety matters, understand the risks of our work, make sure resources and processes are in place to manage those risks, and check that they are being used.
- **The Chief Executive Officer** owns this policy, maintains our safety procedures, reviews incident reports and reports to the directors on safety performance.
- **Project leads and site supervisors** apply the safety management system on site and make sure operators and contractors do the same.
- **Workers, contractors and visitors** take reasonable care of their own and others' health and safety, follow instructions and procedures, and report hazards and incidents.

5. Reporting concerns

Report hazards, incidents and near misses immediately to your supervisor, the project lead and the Chief Executive Officer. In an emergency, first make the area safe and call local emergency services. If you believe a safety concern has not been dealt with, raise it with the Chief Executive Officer or through our Whistleblower Policy. Nobody will be disadvantaged for raising a safety concern.

6. Review

This policy will be reviewed at least every two years, and earlier if the law changes, if our activities change materially (for example, a project moves from exploration into development), or if a review of an incident shows it needs updating.

Changes must be approved by the Board of Directors. The current version will be made available to everyone it applies to and may be published on our website.

General enquiries about this policy: the Chief Executive Officer, KRAFTIGS Australia Pty Ltd, 24 Iraking Ave, Moorebank NSW 2170, or info@kraftigs.com.au.