

## Health & Safety Policy

**Syrah Resources Limited** (ASX code: SYR) is an Australian-based industrial minerals and technology company with its flagship **Balama Graphite Operation** in Cabo Delgado, Mozambique, and downstream operations in the United States. Syrah's vision is to be the **leading supplier of superior quality graphite products**, working closely with our customers and supply chain to innovate and bring enhanced value to industrial and emerging technology markets **globally**.

The Company is committed to **Working Safely at all times** and will never compromise on the core belief that our business can be run without negatively impacting the health & safety of our people, contractors, stakeholders and communities.

Syrah Resources Limited will maintain Health & Safety performance by:

- Clearly defining **Fitness for Work** standards and **Health & Safety Requirements** for all Syrah Resources employees.
- **Maintaining a proactive, planned and considered** approach to Health & Safety management via the delivery of an integrated Health Safety, Security, Environment & Quality Management System in line with legislative requirements and international best practice.
- **Setting goals**, including lead and lag indicators, across all levels of the business with respect to Health & Safety performance and holding our people accountable for achieving these goals and objectives.
- **Strong, visible leadership** to reinforce the desired safe behaviours, ensure risk mitigation effectiveness, implement additional or new controls and intervene in unsafe activities.
- **Engaging with our workforce** and supporting them to acquire the skills to effectively identify and address Health & Safety risks and hazards in the workplace.
- **Empowering our people** to stop work immediately if they believe a task is unsafe and further risk mitigation is required.
- **Holding each employee and contractor accountable** for demonstrating safe workplace behaviour and adherence to Company Health & Safety policies, procedures, standards and guidelines.
- **Providing Emergency, Primary and Occupational Health Care** facilities and services for all people at our operations.
- **Acting with integrity** and maintaining transparent communications with key stakeholders with respect to Health & Safety management practices, performance and reporting.
- **Striving for continual improvement** by conducting regular audits, workplace inspections, reviews of safe systems of work and encouraging improvement suggestions from our people and stakeholders.
- **Adopting a risk-based management approach** via the Risk Management Framework to ensure effective risk identification and mitigation strategies are in place and are widely understood.
- **Maintaining the Crisis & Emergency Management System** to ensure a rapid and competent response to all significant incidents in line with industry best practice protocols.



Shaun Verner

Managing Director & Chief Executive Officer

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