



# Health and Safety Policy



**SYRAH** RESOURCES

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Syrah Resources (“Syrah” or “the Company”) is an Australian Securities Exchange listed industrial minerals and technology company with its flagship Balama Graphite Operation in Mozambique and a downstream Active Anode Material Project in the United States. Syrah’s vision is to be the world’s leading supplier of superior quality graphite and anode material products, working closely with customers and the supply chain to add value in battery and industrial markets.

The Company recognises the inherent risks associated with its operations and remains unwavering in its commitment to Good Health & Working Safely at all times. Syrah believes that, with a robust Health & Safety Management System and strong effective leadership, business activities can occur without negatively impacting the health & safety of our people, contractors, communities and stakeholders.

Syrah will continue to pursue Health & Safety excellence by:

- Maintaining ISO:45001 Occupational Health & Safety certification at the Balama Graphite Operation, and undertaking certification at the Vidalia Battery Anode Material Operation.
- Clearly defining Fitness for Work standards and Health & Safety Requirements for all employees in line with legislative requirements and international leading practice.
- Embedding the Critical Hazard Management Standards and holding each employee and contractor accountable for complying with these minimum mandatory requirements.
- Maintaining a proactive, planned and considered approach to mitigating occupational exposures and implementing initiatives that improve the health and wellbeing of our people and contractors.
- Setting goals across all levels of the business with respect to Health & Safety performance and supporting and challenging our people to achieve these objectives.
- Strong, visible leadership to drive the identification and mitigation of hazards and risks, to model safe work behaviours and to ensure continual improvement.
- Partnering with key stakeholders, to deliver education, awareness and other programs that result in improved health, safety and wellbeing outcomes for our host communities.
- Empowering our people to stop work immediately if they believe a task is unsafe and further risk mitigation is required.
- Providing Emergency, Primary and Occupational Health Care facilities and services at our remote operations.
- Acting with integrity and maintaining transparent and timely communications with key stakeholders with respect to Health & Safety management practices, performance and reporting.
- Delivering continual improvement by conducting regular audits, workplace inspections, reviews of safe systems of work, training and encouraging improvement suggestions from our people, host communities and stakeholders.
- Utilising the Company Risk Management Framework to ensure effective risk identification and mitigation strategies are in place, are communicated and widely understood.
- Conducting rigorous standardised investigations into all significant incidents, comprehensively addressing all causal factors and disseminating shared learnings across the business.
- Utilising the Crisis & Emergency Management System to ensure a rapid and competent response to all significant incidents to protect our people and assets and to maintain business continuity in line with international leading practice.

- Reporting Health & Safety performance outcomes regularly to the Sustainability Committee to ensure good governance and alignment with the strategic objectives of the Company.
- Including Health and Safety requirements in our regular training and onboarding procedures based on the key requirements of specific roles.

Syrah Resources Limited			
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<b>Authorised Approver(s)</b>	Sustainability Committee (SC) and Board of Directors (BoD)
<b>Legal Review</b>	Andrew Komesaroff - Head of Legal
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