



Health and Safety Policy

Norton Gold Fields

Policy Statement

Norton Gold Fields (NGF) is committed to operating in a safe and healthy manner across all business activities. We strive to achieve Zero Harm by fostering a proactive health and safety culture, meeting our compliance obligations, and continually improving our systems, performance, and leadership.

Health and Safety Principles

Norton Gold Fields recognises the following principles as essential to achieving health and safety excellence

- No business objective takes priority over the health and safety of our people.
- All work-related injuries and incidents are preventable.
- If a task cannot be done safely, it must not be done.
- Every individual is responsible and accountable for their own health and safety and that of others.

We will achieve these commitments by

- Operating in accordance with current legislative and regulations requirements and other obligations, ensuring full legal compliance
- Allocating resources to achieve measurable OH&S objectives and targets that support continual improvement in safety performance
- Ensuring the safety of our people as a value that is never compromised, with a commitment to preventing injury and ill health
- Recognising that safety excellence is integral to good business and fundamental to our operational success
- Training all personnel associated with the operation to ensure they are aware of their specific safety responsibilities, and encouraging worker active participation and consultation in OH&S matters
- Identifying, assessing, and managing risks to employees as part of our commitment to eliminating hazards and reducing OH&S risks
- Documenting procedures to minimise safety risks associated with the operation, supporting hazard control and standardised practices
- Building a culture of risk awareness and proactive hazard reduction across our operations, in alignment with our continual improvement goals
- Holding our employees and contractors responsible and accountable for their own safety performance, and promoting ownership of safe behaviours
- Investigating health and safety incidents and implementing corrective actions to prevent recurrence and strengthen system resilience
- Promoting continual improvement by monitoring, evaluating, and enhancing our health, safety, and well-being programs and performance
- Periodically reviewing our OH&S policies and procedures to ensure their continued relevance, effectiveness, and alignment with ISO 45001 requirements
- Integrating safety considerations into all aspects of our planning, operations, and processes to embed OH&S into core business decisions
- Empowering employees to stop work immediately if they believe the work to be unsafe, reinforcing our commitment to prevention and a just safety culture, and
- Upholding human rights by ensuring fair and equal access to a safe, healthy, and respectful work environment for all.

Wei Lin
Chief Executive Officer

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