



Zero Harm

Health and Safety Policy

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.

Policy Commitments

NGF commits to:

- Achieving **Zero Harm** through the provision of safe and healthy working conditions that prevent work-related injuries and ill health
- **Compliance** with all applicable legislative, regulatory, and other **Occupational Health and Safety (OH&S)** requirements
- Elimination of hazards, **reduction of (OH&S) risks**, and **identification of OH&S opportunities** for continual improvement through proactive risk management
- Setting **measurable OH&S objectives and targets** to monitor performance and drive **continual improvement**
- **Consultation and participation of workers** in all OH&S matters to ensure their engagement and ownership
- Providing **training and resources** to ensure all personnel understand their responsibilities and can work safely
- Integrating OH&S into all aspects of business planning, operational decisions, and processes
- Upholding **human rights** by promoting dignity, respect, and fairness in the workplace

Objectives & Performance Monitoring

To achieve these commitments, NGF will:

- Establish, monitor, and review measurable OH&S objectives and targets
- Conduct regular performance monitoring, inspections, and audits
- Investigate incidents, implement corrective actions, and prevent recurrence
- Drive **continual improvement** through evaluation, feedback, and review of OH&S policies, procedures, and practices.
- Promote a proactive safety culture, risk awareness, and hazard reduction across all operations.

Zero Tolerance / Non-Negotiables

NGF maintains zero tolerance for:

- Unsafe work practices
- Non-compliance with OH&S obligations
- Failure to report hazards or incidents
- Ignoring the Stop Work authority or undertaking tasks that cannot be done safely

Leadership Endorsement

This policy is signed and endorsed by the Chief Executive Officer, demonstrating leadership commitment and accountability for environmental and community excellence across all operations.

Wei Lin 
Chief Executive Officer

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