Our Approach to Safety, Health and Wellbeing

Our Approach

ASM will strive to ensure that its Health and Safety standards, processes and behaviours reflect an organisation with industry leading foundations of shared trust and knowledge flow, as well as one that promotes and embeds outstanding health and safety practices and operational excellence.

The safety, health and wellbeing of our people are our highest priorities. This focus of our care extends beyond physical safety, to include psychological safety as well.

ASM will strive to create a positive and inclusive culture, supported by our Employee Assistance Programme (EAP) and Speak Up Policy. We aim to achieve this through flexible working to enable balance, health awareness, family-friendly working rosters, healthy nutritional diets, regular exercise and health care.

Our Policies

ASM maintains an overarching **Safety, Health and Sustainability Policy**, which is enhanced by our company-wide values. These values speak to how we run our business, how we express ourselves as a group, and how we engage with our people and stakeholders to inspire their trust.

Our Principles

We will:

- Always meet legal and regulatory requirements in the jurisdictions where we operate
- Build a culture of shared trust which enables knowledge flow and alignment within our teams on responsibility for safety and wellbeing
- Embed our safety values into our leaders so that they lead by example and demonstrate our values and visible leadership through 'walk the talk' daily
- Establish effective and safe equipment, processes and systems so that people can work without harm
- Provide necessary training for all employees so they can do their job safely
- Identify and manage risk using the risk management processes in our business and operational decision making; and
- Prepare for, and respond to, emergencies

Our Management

ASM is developing a health, safety and security management system as we move from project sites into construction and operation. The Korean Metals Plant has been accredited to ISO9001, 14001 and we are working towards ISO45001.

ASM has a three-pillar methodology within our current health and safety strategy, which will underpin the management system. By building a positive culture of safety, identifying and effectively managing our critical

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risks, and enhancing our prevention of occupational disease, we will continuously seek to strengthen and achieve a balance between the cultural and technical aspects of our health and safety programs.

ASM's Three Pillars of Health & Safety

- The ASM management team will strive to ensure that the objectives and goals stated are achieved - through the effective implementation of the health, safety and security management system, and by leading by example in their management approach.

- All personnel at ASM will look out for, and take care of, each other, and foster a culture of personal responsibility for safety and wellbeing – reflecting our values of Integrity, Effectiveness, Sustainability, Professionalism, Transparency, Safety and Wellbeing

- All ASM personnel are responsible for promoting this culture and adhering to our values, to prevent the occurrence of unsafe acts or unplanned events

- The responsibilities of all employees across ASM are stated within the Health, Safety, Security and Environment manual, and in the employee's agreed position description

- ASM believes that risk management is a critical aspect of its business. ASM will continue to evolve and develop its risk framework and general and site-specific processes to ensure that health and safety risks are identified and managed appropriately.

- At ASM controlled sites, mandatory standards will be developed for emergency management, contractor management, management of change, security management and incident event management. ASM will conduct regular Health & Safety training for its employees, and job- specific training where required.

- An Emergency Management Procedure is a mandatory standard for all ASM controlled sites. This procedure will include emergency response processes and allocate responsibilities and exercises to check that these procedures are adequate and will be carried out.

Reporting

Leading and lagging indicators, such as Lost-time Injury Frequency, Total Recordable Injury Frequency and Fatality Rate will be utilised to inform risk management, assess performance and continually improve the system.

Our progress and performance on health and safety will be reported annually.