

# OCCUPATIONAL HEALTH AND SAFETY POLICY



It is the policy of Linch-pin to continuously strive to provide a safe and healthy working environment for all employees, contractors and clients, in addition to the local community where potentially impacted by our activities.

In order to meet the aspirations of this policy the following shall be implemented:

- Establish and maintain an Occupational Health and Safety Management System in accordance with the requirements of ISO 45001:2018.
- Comply with the occupational health and safety statutory and regulatory requirements and laws or seek to meet responsible standards where laws do not exist.
- Provide a safe working environment to prevent injuries or ill health, and promote a “stop, assess, act” principle for working in unknown environments or if personnel believe an activity to be unsafe.
- Assess occupational health and safety risks associated with the conducting of Linch-pin’s business and put in place mitigating measures to eliminate or reduce risks to ALARP.
- Encourage all employees and contractors in occupational health and safety awareness and training programmes .
- Strive for continuous improvement by monitoring activities, reviewing targets, and incorporating lessons learned and best practices into future occupational health and safety policies, plans and procedures.
- Undertake investigation and reporting of incidents and hazards openly and transparently in order to meet stakeholder and community expectations.

This policy shall be reviewed periodically and updated if required.

A handwritten signature in black ink, appearing to read "Brett Wilson".

**Brett Wilson**  
**Managing Director**

December 2021

