

# HEALTH & SAFETY POLICY

We at AMMAN aim to be a transformative organization creating a legacy of best, and the health and safety of our employees, business partners, and visitors is a top priority. We are committed to implementing responsible safety practices and management systems, which include Mine Safety and Occupational Health and Safety (OHS), to provide safe and healthy working conditions for the prevention of harm, injuries, serious accidents, and Work-Related Illnesses (WRI), and to prevent property damage and cessation of production. We strive to create a safety culture through consultation and participation of employees and business partners.

To achieve our vision, wherever and whenever we operate, we are committed to continuously:

- **ENGAGE** with our employees, and business partners to understand their needs, aspirations, and values regarding our operations.
- **INTEGRATE** the rationale of Mine Safety and OHS in every aspect of operations, to reduce negative impacts and long-term financial liability.
- **ELIMINATE** hazards, **REDUCE** risks, and **ENHANCE** opportunities in Mine Safety and OHS, and **DEVELOP** strategies to achieve best practice, Zero Injury, and Zero WRI.
- **IMPLEMENT** a safety management system framework including training and reminders, to ensure continuous improvement and the protection of our employees, and business partners.
- **COMPLY WITH** the applicable legal, regulations, and other requirements related to operational safety.
- **PROMOTE** participation of employees in improving the company safety and quality management systems.
- **DEVELOP** our workforce to their best potential by providing training and resources needed.
- **EXECUTE** operations according to the adopted management systems, including change management and emergency response systems.
- **EVALUATE** performance by conducting regular monitoring, audits, and reviews.

These commitments are consistent with AMMAN's Vision, Mission, and Core Values, are approved by company directors, and are promoted and championed by senior management.

**Alexander Ramlie, President Director**