



HEALTH, SAFETY & WELLBEING POLICY

PURPOSE

Primero is dedicated to safeguarding the health and safety of our workforce, with a primary focus on preventing occupational injuries, illnesses, and psychosocial harm. Our commitment is rooted in the pursuit of a workplace, where everyone departs from work at the end of the day, in a condition that is either the same or better than when they started.

We adopt a proactive stance towards promoting the health, safety, and wellbeing of our people. At Primero, we uphold the principle that every individual has the right to work in an environment that is both healthy and safe.

OUR AIM

- Embed health and safety into our daily operations, placing the welfare of our people above production targets.
- Understand and adhere to legislative obligations and requirements, ensuring the health and safety of all workers.
- Empower our workforce to take ownership of their health, wellbeing, and fitness for work, cultivating a culture of personal responsibility.
- Promote health and safety awareness, leadership, and understanding at every level of Primero, creating an environment where safety is ingrained in everything we do.
- Strive for continued advancement, by developing a culture of continuous improvement throughout Primero.
- Integrate psychosocial considerations into our health and safety initiatives, prioritising mental health and emotional well-being alongside physical safety.

OUR ACTIONS

- Develop targeted strategies to elevate health, safety, and wellbeing standards by conducting thorough risk assessments and implementing robust controls.
- Proactively engage and communicate with our workforce, in an environment that prioritises open communication on health and safety matters.
- Provide comprehensive information, clear instructions, and effective supervision to empower personnel in adopting safe work practices.
- Establish and implement processes to effectively manage fitness for work, ensuring that our personnel are fit and ready to undertake their responsibilities.
- Rigorously measure our health, safety, and wellbeing performance, celebrate achievements, and commit to a culture of continuous learning and improvement.
- Implement and apply this Policy, along with associated systems and procedures, making them readily available to all personnel working at Primero locations.
- Conduct a review of this Policy and assess its impact every two years, ensuring alignment with evolving business objectives and industry best practices.

Michael Gollschewski
Chief Executive Officer and Managing Director