

December 2021

Our Health, Safety & Wellbeing Policy

1. Objective

Seeka Limited is committed to providing a healthy and safe workplace for all Seeka workers, external contractors and visitors, so far as is reasonably practicable. The health and safety policy applies to workers, external contractors and visitors while at a place of work of Seeka Limited and its subsidiaries located within New Zealand and Australia.

The company will use best endeavours to develop and maintain a company-wide culture whereby everyone can expect to go home from their workplace without harm or injury. Our objective on an annual basis is to have zero serious harm injuries.

The Company will strive for continual improvement of its health and safety system through auditing and reviewing of its systems in conjunction with consultation procedures involving Seeka workers and external contractors where applicable. Seeka will always recognise and address hazards, risk management and rehabilitation as priorities.

Seeka will provide the resources necessary to comply with all relevant workplace health and safety legislation to ensure accurate reporting and recording of health and safety incidents and to ensure managers are conversant with their health and safety responsibilities.

Workplace health and safety is the responsibility of the Board of Directors and all Seeka workers, external contractors and visitors.

The health and safety of our people is paramount.

2. How to apply this policy:

- The Chief Executive Officer is accountable to the Board of Directors for ensuring this policy is implemented.
- Senior executives and operational managers are accountable to the Chief Executive Officer for ensuring this policy is implemented in their areas of responsibility.
- Managers and supervisors are responsible for ensuring this policy is implemented in their own areas of operation and other business locations.
- Workers, external contractors and visitors are required to act in accordance with this policy.

This policy will undergo bi-annual management review to ensure relevance and effectiveness.