

December 2025

Our Health, Safety & Wellbeing Policy

At Seeka, we believe:

Our duty of care to our people, contractors, and visitors is to provide a safe and healthy work environment where everyone can return home from work safely every day, everywhere.

Continuous health, safety and wellbeing improvement is integral to everything we do. This is fundamental to our business and essential to our long-term sustainable success.

We are committed to:

Fostering a culture of shared responsibility for industry-leading health, safety, and wellbeing commitments at Seeka.

Delivering on our ambition through:

People: All individuals, including our workers, contractors, and visitors, who share the belief that harmful incidents can be prevented deserve to work in a secure and healthy environment.

Processes: Seeka's processes are designed to give utmost priority to safety by proactively identifying and managing risks. Our operations are conducted strictly with all legal and statutory requirements specific to the regions in which we operate.

Plant and Equipment: Our commitment to the design, operation, management, and maintenance of plant and equipment always prioritises a safe and healthy work environment without compromise.

And we expect that:

- Our Safety Management Systems encourage workers to perform their best while minimising safety risks. We are committed to providing a secure environment that fosters success.
- Our leaders are fully committed to upholding our health, safety, and wellbeing principles and are confident in supporting their teams to do the same.
- All health and safety incidents are reported, recorded, and investigated accurately and thoroughly to identify root causes and implement corrective actions to prevent repeat incidents.
- Where required, an Individualised return-to-work program for work-related injuries/illnesses is provided.
- The personal wellbeing of our people is valued and enabled through targeted health and wellbeing initiatives - SeekaYou.
- The company's health, safety, and wellbeing performance are subject to regular measurement and reporting to the senior management and the Board to continuously enhance the work environment.