

Document Owner: Executive General Manager – Health, Safety & Environment

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Whitehaven Coal is committed to conducting business in a way that protects the environment and maintains a safe and healthy workplace for its workforce, visitors and the surrounding community, throughout all stages of exploration, development, operation and closure.

This document outlines the Health, Safety and Environment (HSE) process that will support us to achieve this commitment.

Whitehaven Coal aims to:

- Ensure that the physical and psychological health, safety and wellbeing of our people comes first.
- Avoid environmental impacts, mitigate unavoidable impacts, rehabilitate disturbed areas and offset residual impacts that cannot be addressed.
- Play a practical and positive role in the transition towards a lower-carbon future.

Whitehaven Coal will strive to achieve these aims by:

- Our leaders demonstrating a visible commitment to health, safety and environmental management.
- Ensuring our workplaces are physically and psychologically safe.
- Identifying and using the hierarchy of controls to mitigate HSE risks.
- Providing our people with necessary HSE information, instruction, training and supervision to enable effective performance of their work.
- Promoting a learning environment through open communication to continuously improve HSE performance.
- Promoting, educating and supporting our people to make healthy lifestyle choices and recognise the importance of good mental health.
- Complying with applicable legislation and other requirements as a minimum operating standard.

Our People's responsibilities:

- Ask questions, share learnings, and report incidents and injuries to your leaders.
- Ensure work is understood, risks are identified, and controls are effective prior to commencing any work.
- Present for work in a fit and healthy state, take reasonable care for your own health and safety and the health and safety of others.
- Comply with applicable legislation, this policy and associated HSE Standards.
- Follow any reasonable instruction given by Whitehaven Coal.

This policy applies to all employees, contract partners and visitors at sites managed by Whitehaven Coal.



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Paul Flynn
Managing Director & CEO

Date: 28/03/2023