

## HSEQ POLICY

DIG is committed to providing a work place and work environment that puts the health, safety and welfare of all personnel and the environment, as the first and utmost priority.

Through consistent and practical application of our policy and the establishment and implementation of measurable objectives and targets, we aim to continually improve our performance with focus on the elimination of all work-related injuries and illness and minimisation of risks to our employees, the environment and assets. We all will strive to achieve and sustain a zero-injury frequency rate.

DIG provides all employees with appropriate and effective skills, competencies and resources to work safely, and ensure the safety, health and welfare of themselves, those around them and the environment. DIG ensures full compliance with the Work Health and Safety Act across all operations.

Employees who suffer an injury, ill health, mental health or psychosocial issues will be provided guidance and support, inclusive of appropriate resources, for their timely return to work.

We will manage and lead our employees by example through:

- Consistent application of our HSEQ values;
- Compliance with relevant HSEQ legislation and related industry codes and standards;
- Practice of appropriate and effective work systems to control hazards and risks;
- Appropriate programs that support mental health and psychosocial issues;
- Application of appropriate and effective competency training programmes;
- Monitoring our performance at all levels, inclusive of contractors and subcontractors;
- Checking of all resources provided to ensure that they are in a safe condition; &
- Fostering a culture of cooperation through consultation to achieve our objectives.

The commitment to providing a safe working environment rests with every individual. All individuals have the responsibility to identify and manage risks associated with their workplace. This is outlined within the duty of care provisions. DIG's senior management shall be responsible for the implementation of this policy and that reporting personnel understand and participate in the day-to-day engagement of HSEQ.

This participation is fundamental to the continual improvement and achievement of goals of the DIG HSEQ management system.

Edwin Davey - Managing Director

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