



GROUP POLICY

OCCUPATIONAL HEALTH & SAFETY

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INTRODUCTION

1. Purpose

At Trinity Metals, we believe that all injuries, occupational illnesses, and diseases are preventable and that the care for our people is the priority of doing business. The Occupational Health & Safety (OHS) policy sets out the principles and standards by which the Board, Management and Employees of the Company must comply when conducting company business and dealing with each other, our shareholders, stakeholders and the broader community.

2. Application

This policy applies to Trinity Metals and all affiliated companies (Trinity Metals Group). It applies to all personnel of the Trinity Metals Group, whether Directors, Employees, Consultants, Contractors, or Co-Ops and whether working part-time or full-time on Trinity Metals business ("Trinity Metals personnel").

3. Commencement

This policy applies from July 2024.

4. Authority and Management

The Board of Directors approved this policy and will review it periodically, not less than every two years or any other time deemed necessary.

POLICY

Trinity Metals is committed to the health, safety, and well-being of our employees and the surrounding communities.

We collectively recognise and accept the responsibility of providing and maintaining a healthy and safe working environment, conditions, equipment, and work systems for all our employees, contractors, and visitors. Our approach to health and safety is based on identifying hazards and controlling risks while striving to create a positive safety culture.

Trinity Metals Group Limited and its affiliated companies are committed to the following:

- Complying with all relevant laws, regulations, and standards.
- Identifying all hazards and assessing the associated risks while taking appropriate action to manage these risks.
- Development, implementation and maintaining an OHS Management system to systematically and effectively manage identified risk exposures.
- Ensuring continuous improvement in managing our health and safety performance by setting clear objectives and measurable targets.
- Implementing and maintaining a Behaviour Based Care (BBC) process to advance the care and prevention culture.
- Investigation and determination of root causes of all OHS incidents to prevent recurrence and inform opportunities for improvement of the OHS Management system.
- Adopting a culture of caring and an awareness of each other's safety and health.
- Engaging and consulting all employees, their representatives and key stakeholders in the development and implementation of the OHS Management System to create involvement and ownership at all levels.

- Provision of information, instruction, training and supervision to make the workforce conversant with inherent risk exposures and development of people by providing the necessary resources to meet their targets.
- Taking personal and collective responsibility for our health and safety performance.
- We will strive to eliminate all hazards that could cause personal illnesses and injuries.
- We commit ourselves to achieve zero harm to people, property and the working environment to support our desire to be a highly responsible mining company.
- Maintaining continuous and sustainable OHS improvement.