

CORNISH METALS PLC

**For the avoidance of doubt
this Policy applies to South Crofty Ltd., an indirect subsidiary of Cornish Metals plc**

HEALTH AND SAFETY POLICY

1. Purpose of this Policy

Cornish Metals plc and its subsidiaries (the “**Group**”) place the utmost importance on all aspects of the business being managed in a safe and responsible manner, consistent with legal requirements, industry standards and good business practices. The purpose of this Health and Safety Policy (the “**Policy**”) is to convey our commitment to protecting the work-related health and safety of our directors, officers, employees, contractors, consultants, other business partners and visitors.

2. Who does this Policy apply to?

This Policy applies to all directors, officers and employees of the Group (“**Personnel**”). Policy awareness training forms part of the induction process for new Personnel and all existing Personnel receive training on how to comply with this Policy. We require our Personnel at all levels to follow Group health and safety rules and procedures appropriate to their function.

Additionally, this Policy applies to all contractors, consultants, other business partners and visitors whilst on our premises and all sites directly or indirectly controlled by the Group. This Policy is available through the Company’s website and our requirements for compliance with the Policy will be conveyed during the Group’s induction process prior to any work on, or visit to, our premises, exploration drilling sites or other work locations.

3. Responsibility for this Policy

While the board of directors (the “**Board**”) has overall responsibility for this Policy, the General Manager (GM) is responsible for the implementation and monitoring of the Policy. Furthermore, all Personnel, contractors, consultants and other business partners working on the Group’s behalf have the responsibility to cooperate with supervisors and managers to achieve a safe and healthy workplace, take reasonable care to protect themselves and others, and have an obligation to bring any identified issues forward to management for resolution.

4. Policy commitment

The Group's management team is committed to the development, implementation, maintenance and continual improvement of its workplace health and safety programmes. We believe it is the responsibility of management to set the expectations and ensure that workplace health and safety considerations form an integral part of our planning and decision-making. Additionally, we are committed to conducting our activities in a manner that protects the health and safety of visitors to our premises and the communities in which we work.

(a) To deliver on these commitments, we will:

- (i) comply with applicable health and safety laws, regulations and permits in all jurisdictions where the Group operates;

- (ii) develop, regularly review and update an effective Health and Safety Management System which includes the identification of significant risks and the provision of control measures;
 - (iii) continue to develop, implement, and enforce risk-based method statements, health and safety rules and instructions for all work activities;
 - (iv) monitor and assess the Group's health and safety performance and develop and implement programmes for continuous improvement;
 - (v) incorporate occupational health and workplace safety considerations into the design, construction, operation and maintenance of work sites, plant, equipment and machinery;
 - (vi) ensure safe transport, storage, handling and use of explosives and other hazardous substances;
 - (vii) provide instructions, equipment and training to enable Personnel, consultants, contractors and other business partners working directly or indirectly on our behalf to work safely;
 - (viii) maintain procedures for the recording of accidents, injuries and near-misses at work and work-related diseases, and their subsequent investigation;
 - (ix) develop health and safety based key performance indicators (**KPIs**) and monitor industry standard leading and lagging indicators, both for Personnel and contractors, for public disclosure;
 - (x) implement an Emergency Preparedness and Critical Incident Management procedure, with associated training for Personnel, contractors, consultants and other business partners;
 - (xi) require workers to report to work in good health and free from the influence of any substance that could prevent work activities being conducted safely, and conduct drug and alcohol testing as considered appropriate;
 - (xii) foster a culture that encourages the reporting of all hazards, incidents and damage, and suggestions to reduce risks and improve health and safety performance in the workplace; and
 - (xiii) work towards implementing a risk-based approach to safeguard the health and safety of the communities in which we work.
- (b) We require contractors, consultants and other business partners working on our premises or directly or indirectly on our behalf to:**
- (i) observe the Group's safety rules and instructions and participate in a health and safety induction prior to work;
 - (ii) submit risk assessments and method statements relevant to their work to the Group for approval prior to commencing work activities on sites controlled directly or indirectly by Cornish Metals; and
 - (iii) report accidents, injuries and near-misses, and work-related diseases, on or in relation to sites controlled directly or indirectly by Cornish Metals in accordance with the Group's procedures.
- (c) We require visitors to our premises to:**
- (i) observe the Group's health and safety rules and instructions and participate in a health and safety induction prior to visiting areas beyond office buildings.

5. Review

This Policy will be updated over time in line with project progression. As such, the Board shall review this Policy annually, at a minimum, and make changes as required.

Approved by the Board of Directors of Cornish Metals plc on 15 December 2025.