

Health & Safety Policy

1. Purpose

Mint Renewables Limited and its subsidiaries ('Mint') take the safety and well-being of all of its people seriously. It is critical that Mint is a workplace where all people respect, care for and support each other. Health and Safety must run through every aspect of our work, from induction and supporting new joiners, through selection of our subcontractors, to thinking about the safety of the communities in which we develop our projects. It is more than just cuts and bruises, or even more serious physical injuries. It is about being alert to and attempting to mitigate all threats to the physical, mental, emotional and general wellbeing of ourselves, our colleagues and those around us.

We aspire to having a safety culture which comes from the sum of our behavior. It can only be achieved by every member of the team assuming joint responsibility, whilst simultaneously accepting personal responsibility for our day-to-day behavior and actions. This also means that we must learn from our mistakes, avoid a 'blame culture' and encourage reporting of hazards, near misses and incidents.

Above all else, we should adhere to the following guiding principles which underpin this policy:

- a. Take care of yourself;
- b. Take care of your co-workers;
- c. Take care of people in the communities where we are working;
- d. Take care of the environment; and
- e. Comply with laws, standards and policies.

This Policy applies to all employees and contractors performing work for Mint in all jurisdictions (together "staff"). It applies to staff when they are carrying out work for Mint at any location, including at Mint offices. The Policy also applies to visitors or other people at any of our premises.

Mint is committed to meeting its obligations under applicable health and safety legislation, and any applicable regulations, codes of practice and any relevant standards or guidelines.

2. Mint's duties

Mint will, so far as reasonably practicable:

- a. ensure the health and safety of staff and any other worker while working for the company, and of staff or any other workers whose work is influenced or directed by Mint;
- b. ensure the health and safety of visitors or others is not put at risk from Mint's work;
- c. provide and maintain a healthy and safe workplace by having safe work practices in place;
- d. provide adequate facilities for health and safety;
- e. provide information, training, instruction or supervision necessary to protect staff, visitors and others from risks to their health and safety from Mint's work;
- f. monitor the health of staff and the conditions of the workplace for the purpose of preventing injury or illness arising from Mint's work;
- g. contribute to health and safety awareness, including by providing resources and processes for hazard and risk management;

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- h. give staff the opportunity to be involved in health and safety matters where appropriate;
- i. ensure staff take due responsibility for health and safety at work; and
- j. consult, co-ordinate and co-operate as applicable and where appropriate with other organizations on health and safety matters.

3. Staff and Visitor Duties

Health and safety is also the responsibility of staff and visitors. Staff and visitors must comply with their obligations under health and safety legislation, including (amongst other things) taking reasonable care for their own health and safety. They must also take reasonable care that their acts or omissions do not adversely affect the health and safety of others. They must comply with all applicable health and safety directions, instructions, policies and procedures, including this policy.

4. Hazard and Risk Management

A 'hazard' is any situation or thing, including a person's behavior, that has potential to cause harm to any person.

Mint will ensure, so far as reasonably practicable, that hazards and risks are identified, and that identified risks and hazards are eliminated or minimized. Mint will record accidents, injuries and near misses, and report these as appropriate to the Board. The company may further investigate to identify contributing factors and take corrective action. Mint will also address any other health and safety concern that arise.

Staff must, as directed by Mint, participate in hazard and risk identification and control programs. Staff and visitors must report all risks, hazards, incidents, accidents, injuries, near misses and any other health and safety concern to Mint as soon as possible.

5. Travel

At times staff may be required to travel (domestic and international) for work. Mint will ensure that appropriate insurance is in place for such travel and take appropriate steps to address health and safety matters. However, staff must also take reasonable care for their own health and safety when travelling for work.

If a staff member is required to travel for work to a country with a travel advisory warning issued by the Australian Government, or any internal advisory policy, approval must be obtained from the staff member's line manager and the Head of Australia.

6. Health and wellbeing

Mint is committed to providing a safe and healthy workplace and recognises that work and the behavior of others can impact on health and wellbeing, including issues relating to stress, fatigue, and mental health, and as a result can be a risk to health and safety in some circumstances.

Mint is committed to supporting staff in these situations. It encourages staff who feel that work or other factors are impacting on their health and wellbeing to speak to their line manager and ask for help. Mint has engaged Converge International to provide a 24/7 Employee Assistance Program, and all employees are encouraged to use this service if they need support. Mint also encourages all staff to work together, support each other and

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report concerns about the health and wellbeing of others. All staff are strongly encouraged to take their contractual holidays.

7. Smoke-free environment

Mint is committed to a smoke-free working environment and will take all reasonably practicable steps to ensure that smoking does not take place in the workplace.

Smoking is not permitted in the Mint offices. Smoking outside the offices or buildings must be away from the main entrance foyers.

8. Alcohol and drugs

Staff are required to report to work fit for duty and to be able to perform their duties in a safe, productive and healthy manner, and free from impairment from the effects of drugs or alcohol.

Mint does not condone or tolerate excessive or inappropriate consumption of alcohol or any use of illegal drugs at all while at work or while representing Mint at any work activities whether during or outside of office hours. Such behaviour can impair work performance, jeopardise health and safety, and create risk to the individual, the business and the professional integrity of the company.

Breaches of the above, or the inappropriate or illegal possession, distribution or sale of drugs or alcohol while working for Mint at any location (including outside of work), will be a disciplinary matter and may result in the summary termination of your employment without notice (or payment in lieu of notice).

The use of legally prescribed drugs is permitted while at work provided it does not impair a staff member's ability to perform their job safely and effectively. Additionally, any such use should not endanger other individuals in the workplace or compromise Mint's integrity. Staff should speak to their line manager or other Mint contact person where they have been prescribed any medication which may impact their ability to perform their job safely and effectively.

Mint may conduct drug and alcohol testing of its employees and the employees of its contractors as a precondition of attendance at work, and a refusal to partake in such testing, or the failure of such a test, may result in disciplinary action including dismissal.

Mint will, where appropriate, provide support including referral assistance for staff who are concerned they have an alcohol or drug related dependency.

9. Training

All staff should read this policy and ensure that they are aware of the location of the following in all places of work:

- a. Fire exits, fire alarm, and the fire assembly point.
- b. First aid equipment, emergency phone number and the nominated first aider
- c. Incident / Near miss register

Training will be provided for nominated fire wardens and first aiders. Fire alarm tests and evacuation drills will be organized regularly by the Office Manager.

10. Responsibilities and Reporting

All staff have responsibilities in managing health and safety at Mint as follows:

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- a. Identify and report potential and actual hazards to the respective Office HSE lead or Head of Australia. Where it is possible to eliminate that hazard immediately, this should be done, only where it is appropriate to do so, with the hazard still reported - including the action taken.
- b. Ensure any incidents are escalated to the relevant Office or HSE manager immediately for inclusion on the health and safety incidents register.
- c. Anyone who witnesses an accident or injury shall notify their manager.

Signed



Peter Cowling
Head of Australia
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