

Factsheet



Health, Safety & Wellbeing

At Aeris Resources, the Health, Safety and Wellbeing of our people is central to all that we do. Safety is one of the Aeris core values - we work safely and ensure our workmates do the same. An effective safety culture is key to our success.

We take the **health and safety** of all our employees very seriously and recognise that this also encompasses mental health.

Overall **wellbeing** can only be achieved through ensuring practices and procedures are in place and that our people are well-trained and diligent.

We work safely by ensuring controls are in place and are effective such as fit-for-purpose equipment, fitness for work, engineering controls and authorisation, work practices and behaviours, monitoring, training and competency and supervision. These controls apply as much to our corporate office environment, as they do to our mining operations.

Safety Management Systems

We know that safe work is essential for a strong business. That's why we work together to assess risks to ensure:

- We always work safely;
- We make great decisions based on fact;
- We make things happen in the right way at the right time; and
- We look for better ways to solve problems to improve our business and the communities in which we operate.

Our sites operate under a Safety Health and Management System which uses the mining industry framework focussed on the control of catastrophic potential events, which have the potential to cause life-changing injuries.

We focus on Critical Control Management that supports the development of an effective safety culture and a successful business.

Preparedness

Part of our commitment to safety includes preparedness exercises. Both Tritton and Cracow's Emergency response teams (ERT) use highly specialised training to assist in the event of emergencies. The teams train regularly and participate in competitions at regional and national levels. These competitions simulate critical rescue missions that test and hone skills in first aid, search and rescue, fire fighting, road accident rescue, ventilation and breathing apparatus. Committing to mine rescue competitions requires hours of personal training time on behalf of participants, including strenuous physical and mental exercise.

Health and wellbeing for performance

Health and wellbeing are critical performance areas for any sustainable workplace, particularly in dealing with the challenges of COVID-19. Aeris maintains a focus on wellbeing through a variety of programs including strategies in maintaining physical exercise, sleep management, healthy diet and mental health education.

Supporting our people and their families

Aeris also provides all employees and their families with access to an independent, confidential and free counselling service called the Employee Assistance Program.

