

Health, Safety, Environment & Community Policy

Purpose

This Policy outlines Alkane Resources Limited's (Alkane) commitments and principles relating to health, safety, environment and community.

Commitment

Alkane is committed to operating responsibly and making a positive contribution to people, communities and the environment, including:

- Ensuring the safety and wellbeing of our employees, contractors, partners, and the communities in which we operate.
- Protecting the environment and managing risks and opportunities associated with climate change.
- Complying with all legal and regulatory requirements.

Principles

We will:

Health & Safety

- Implement and maintain fit-for-purpose health & safety management systems to identify, assess, minimise and manage physical and psychosocial risks.
- Demonstrate visible and active leadership commitment at all levels of the organisation.
- Promote safety values and behaviours to build a culture of shared accountability.
- Provide safe and healthy working conditions to seek to prevent injury and ill health.
- Support worker wellbeing, including mental health and fatigue management.
- Provide appropriate training, supervision, and resources to all workers and visitors.
- Maintain effective emergency preparedness and response capabilities.
- Encourage reporting of hazards, incidents, and near misses, and embed learnings.
- Consult and engage with workers to continually improve workplace health and safety outcomes.

Environment

- Implement and maintain fit-for-purpose environmental management systems to identify, assess, minimise and manage environmental risks and impacts.
- Minimise environmental impacts; protect and if possible, enhance biodiversity where we operate.
- Manage water, waste, land disturbance and rehabilitation in a responsible manner.
- Apply the mitigation hierarchy (minimise, rehabilitate, offset) where impacts are unavoidable.
- Identify and assess opportunities to reduce greenhouse gas emissions and improve energy efficiency across operations.
- Identify, assess, and manage climate-related risks and opportunities, including transition and physical risks, and integrate these into strategy and decision-making.

Community

- Build and maintain respectful and transparent relationships with our stakeholder, including local communities and landholders.
- Respect human rights and cultural heritage of local communities and stakeholders, including indigenous peoples.
- Seek to contribute positively to the social and economic wellbeing of local communities.

- Ensure our activities are undertaken in a manner that is culturally aware, responsible, and aligned with community expectations.

Everyone's Responsibility

All directors, employees, contractors, and partners are expected to comply with this Policy. Alkane prohibits retaliation, discrimination, harassment, or intimidation against any person who reports concerns or breaches in good faith. Alkane fosters a culture of compliance, ethical behaviour, and strong corporate governance, reflecting our values of Integrity, Respect, Transparency, and Performance.

Review

This Policy was approved by the Board of Directors on 20 August 2026. This Policy will be reviewed at least every two years and updated as required. The current version of this Policy will be published in the Governance section of the Company's website.