

Workplace Health and Safety Policy

DevEx Resources Limited ACN 009 799 553 (Company)

1. Policy Statement and Commitment

At DevEx Resources Limited we are committed to ensuring a safe and healthy workplace, both physical and psychological, and the prevention of injuries and ill health, for all employees, contractors and visitors. This policy reflects a genuine commitment to ensuring the highest practicable health and safety standards are met, and continuously reviewed, in all activities relating to our business.

We believe all injuries and accidents are preventable and that no job is so urgent that it cannot be done safely. It is the philosophy of this company that the health, safety and wellbeing of all employees, contractors and visitors are paramount to the long term performance and growth of this Company.

2. Implementation and Responsibilities

The promotion and maintenance of safe and healthy working conditions results from co-operation between all individuals associated with this organisation. The employer, employees and contractors have responsibilities to fulfil so that the highest practicable health and safety goals are realised.

2.1 Management

In demonstrating Management's duty of care, we will make every reasonable effort to provide a working environment that minimises incidents of risk or personal injury, ill health or damage to property or the environment. Management has both the duty and desire to provide for the health and safety of all employees in the workplace. Specifically, management will:

- Implement policies, systems and procedures that assist with hazard identification (both physical and psychological), risk assessment and control, to ensure a safe system of work and mitigate the risk of health and safety incidents.
- Provide a safe and healthy workplace to a standard practically attainable, including the control and elimination of workplace hazards.
- Provide information, instruction and training such that all employees are adequately skilled to carry out all tasks associated with their employment and understand their health and safety responsibilities to enable them to perform their duties safely.

2.2 Employees and Contractors

The employees and contractors have the responsibility to take appropriate safety precautions to realise the high health and safety goals of the company. At all times an employee or contractor shall take appropriate care for his or her health and safety and that of all persons who may be affected by their actions.

Specifically, employees and contractors will:

- be physically and psychologically fit for work, including when travelling to and from work and adhere to our fitness for work and drug and alcohol procedures;
- report all incidents and hazards and assist in their investigations.

Safety rules and regulations are for the well-being of all of us, everyone benefits from adherence to the companies health and safety policy. Management seeks cooperation from all employees and contractors in realising our health and safety objectives. This policy will be regularly reviewed in the light of legislation and company changes.

Marnie Finlayson
Managing Director
12 February 2026