

HEALTH AND SAFETY POLICY (THE 'POLICY')

Central Asia Metals plc ('CAML', the 'Company' or 'Group') is committed to providing a safe and healthy workplace for its employees, contractors and visitors, striving for the goal of zero harm. CAML actively identifies and manages occupational hygiene risks, supports employee well-being and promotes a healthy lifestyle.

Purpose

The purpose of this Policy is to outline the Company's commitment to protecting the health, safety and well-being of CAML's employees, host communities, suppliers, business partners and visitors.

Scope

This Policy is valid for all Group companies and subsidiaries in which CAML hold a controlling interest, and applies to all employees and directors. CAML's health and safety expectations with regard to its contractors can be found in CAML's [Supplier Code of Conduct](#).

Individual elements of this Health and Safety Policy:

- Promote and work to demonstrate 'safety first' and 'zero harm' as core principles of CAML's safety culture throughout all levels of the organisation.
- Comply with applicable health and safety laws, statutes and requirements of the countries in which CAML operates, whilst seeking to achieve standards of international best practice through the implementation and maintenance of operation-based health and safety management systems.
- Empower, educate and support managers to champion a positive safety culture in all aspects of CAML's operations, leading visibly by example and actively engaging with the Group's workforce and stakeholders on health and safety matters.
- Provide health and safety inductions and focused training for new employees and contractors.
- Ensure all employees and contractors receive appropriate, regular training to ensure full understanding and compliance with CAML's health and safety standards
- Promote continuous learning and improvement, in which individuals take personal responsibility for safety and regularly enhance their skills to support individual and organisational growth.
- Foster a culture of collaboration by encouraging everyone to contribute ideas and solutions to enhance workplace safety through regular consultations, feedback and active participation in safety initiatives.
- Identify, assess and mitigate health and safety risks within the Group's operations, applying a hierarchy of control. Regularly reviewing and communicating these risks throughout the business.
- Empower all CAML employees and contractors to stop immediately any task they believe is unsafe and report concerns through the grievance procedures found in the Whistleblowing Policy.

- Maintain effective monitoring and control measures for occupational health factors to ensure the well-being of all employees and contractors on-site.
- Promote the health and well-being of employees by supporting physical, mental and wellness initiatives.
- Prepare for, and respond quickly to, any incidents or emergencies through the development of robust emergency response and preparedness plans, and continuously upgrade health and safety management systems in response to such incidents to prevent recurrences.
- In the event of an incident or high-potential incident, undertake detailed investigations to identify the root cause and implement the appropriate actions to minimise the risk of a repeat incident.
- Set and communicate measurable health and safety objectives annually, with quarterly reviews to track progress and provide an update to the Board of Directors via the Sustainability Committee.

Reporting

CAML reports its health and safety statistics and activities on an ongoing basis through its Sustainability Report and Annual Report. Key performance indicator setting and reporting requirements are discussed and agreed at Group level, in consultation with the site senior management team.

Communication

This Policy is published on the Company's website here: <https://www.centralasiametals.com/corporate-governance/company-policies/> and is made available in local languages in CAML's offices and at its operations. This policy is also issued to new hires during their onboarding procedure.

Where appropriate, online training videos have been created to provide further training on specific policies.

Approval

CAML's Board of Directors has ultimate responsibility for strategic direction of the Group's approach to health and safety management, supported by the Sustainability Committee and the Chief Executive Officer. CAML's Senior Sustainability Adviser is responsible for the implementation of this Policy and its day-to-day management.

This Policy has been approved by CAML's Board of Directors. Progress with regards to health and safety initiatives will be reported via the Sustainability Committee, which will oversee compliance with this policy, to the Board of Directors.

Review

This Policy will be reviewed annually to ensure alignment with business needs. Any changes will be submitted to the Board of Directors for approval.