

Occupational Health and Safety Policy

In line with our core values, I am committed to providing safe and healthy working conditions to prevent work related ill health and injury. As an organisation we strive to make meaningful improvements relative to organisational context and through the lenses of identified risks and opportunities.

Fortescue Zero will establish, implement, maintain, and review a Health and Safety Management System aligned with ISO45001 striving for certification to drive improvement. The Health and Safety Management System will comprise policies and procedures designed to maximise the health and safety of our employees and minimise risk globally. Fortescue Zero will ensure effective communication is in place.

Fortescue Zero is committed to continuous improvement, and we will monitor our performance by:

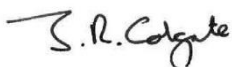
- Complying with all applicable legislation, regulation, and industry codes of practice, and with any agreed customer requirements.
- Considering any concerns from interested parties such as our parent company, employees, customers, suppliers, regulators, and the public.
- Setting annual objectives and management programs which are compatible with the strategic direction of the organisation and designed to prevent the occurrence of injury and ill health.
- Regularly reviewing the progress against objectives and targets set and taking necessary corrective action where appropriate.
- Ensuring necessary resources are available, to operate the management system effectively, with meaningful involvement and interaction from all levels.
- Directing and supporting employees to contribute to the effectiveness of the management system, ensuring commitment to design, training, competence, consultation, and participation.
- Ensuring this policy is communicated to all employees working for and on behalf of Fortescue Zero and is made available upon request to the public and other interested parties.
- Monitoring our performance by conducting inspections and audits, eliminating hazards, reducing occupational health and safety risks, identifying, and assessing significant risks and opportunities and implementing appropriate corrective measures.
- Reporting and investigating accidents and incidents, including trend analysis, with the objective of reducing risk and the frequency of incidents.
- Protecting employees from reprisals when reporting accidents and incidents, and supporting employees identifying risks, and opportunities.

Fortescue Zero requires employees, visitors, contractors, and others who work at or on behalf of Fortescue Zero to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have moral and legal obligations to themselves and to others.

The Senior Leadership Team recognises the role good health and safety plays in improving business performance. They will support this commitment by ensuring that the management system requirements are integrated into business processes. Fortescue Zero has appointed the Chief Operations Officer to hold corporate responsibility for Health and Safety matters in support of this policy.

This responsibility will be supported and coordinated by the HSE Department.

James Colgate



COO

Authorised: 28th August 2024

Next Review: 27th August 2025