

# Appendix J

## Health, Safety, Environment and Community Policies

Matilda Minerals Safety and Health Policy

Matilda Minerals Incident, Hazard and Near Miss Reporting Policy

Matilda Minerals Environmental Policy

Matilda Minerals Community Relations Policy

Matilda Minerals HSEC Responsibilities Chart



## Safety & Health Policy

### Policy:

The Occupational Health and Safety objective of Matilda Minerals Limited is to provide a safe and healthy workplace for all personnel associated with the company's activities.

### Principles:

- Comply with all statutory obligations.
- Ensure a safe and healthy workplace for all personnel engaged at the company's operations.
- Identify and manage hazards to an acceptable level of risk.
- Create and maintain a culture in the workplace whereby all supervisors, employees, contractors and visitors have accountability for maintaining a safe work environment.
- Ensure all individuals within their work area have the knowledge and resources to identify and effectively manage hazards associated with their work environment.
- Ensure all incidents are reported, recorded and investigated to ensure appropriate measures are being taken to eliminate identified hazards.
- Provide adequate training, information, instruction and supervision to create and maintain an injury free workplace.

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**Bruce Maluish**  
Managing Director

February 2006



## Incident, Hazard & Near Miss Reporting Policy

### Policy

Matilda Minerals Limited aims to promote the timely reporting and investigation of all incidents, hazards and near misses and to ensure legislative compliance.

### Objectives

- To safeguard the safety and health of staff, contractors and visitors in line with the Matilda Minerals *Safety and Health Policy*;
- To meet Matilda Minerals' obligations under the *Mining Management Act 2001*;
- To immediately report all incidents, hazards and near misses to the Site Manager;
- To complete an Incident/Hazard/Near Miss Report within two working days;
- To investigate all incidents, hazards and near misses; and
- To develop and implement corrective action as a matter of priority to eliminate or reduce the likelihood of future occurrences.

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**Bruce Maluish**  
Managing Director

February 2006



## Environmental Policy

### Policy

The prime objective of Matilda Minerals Limited is to develop the culture, protocols and procedures to ensure the integrity of the environment for all employees, contractors and external stakeholders associated with our operations.

### Objectives

- To be committed to continual improvement of environmental management throughout all facets of Matilda's operations
- To act with cognisance to regulatory and ethical standards as would be expected with economically and ecologically sustainable development
- To encourage workforce awareness of environmental management and promote positive personal environmental attitude in the workplace
- To be responsive and responsible with regard to establishing environmental credibility with external stakeholders and regulatory bodies
- To encourage and propose internal and external research to reduce environmental impacts and improve long term rehabilitation and reclamation success within the realms of economically and ecologically sustainable development

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**Bruce Maluish**  
**Managing Director**

February 2006



## Community Relations Policy

### Policy

Matilda Minerals Limited recognises the importance of building and maintaining strong relationships with the communities in which we operate. We aim to provide both tangible benefits and positive social outcomes to these communities.

### Objectives

- To act with cognisance to regulatory and ethical standards at all times;
- To recognise that each community in which we operate is unique;
- To respect the culture and aspirations of the local community;
- To encourage cultural awareness in our workforce;
- To promote positive personal interactions between our workforce and the community;
- To listen to community needs and expectations and seek regular feedback;
- To establish credibility and trust within the communities in which we operate; and
- To provide opportunities for community members to be involved in our projects.

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**Bruce Maluish**  
Managing Director

February 2006

# Matilda Minerals Limited - HSEC Responsibilities Chart

