

Policy

Title: **QAL Health, Safety, Environment and Communities Policy**

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Department: Health Safety Environment & Comms
Section: HSE Systems
Category: Health Safety Environment & Communities
Owner’s Role: Manager - Health Safety Environment & Comms
Approver’s Role: General Manager

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1.0 PURPOSE

QAL is committed to managing our workplace in a safe manner, free from injuries and illnesses. We will ensure that environmental impacts directly or indirectly related to QAL are minimised. We acknowledge the importance of effective communication both internally and to our stakeholders.

Excellence in managing Health, Safety, Environment and Communities (HSE&C) is essential to our sustainability and is a primary responsibility for all QAL employees and contractors.

2.0 SCOPE

This policy applies to all persons working on the QAL site.

3.0 RESPONSIBILITIES

As defined in the Policy.

4.0 POLICY

As per attachment 5.1

5.0 ATTACHMENTS

5.1 QAL HSEC Policy

6.0 REFERENCES

6.1 QAL Documents

Nil

6.2 Associated ARCHER Risk Scenarios

Nil

6.3 External References

Nil

7.0 DEFINITIONS

Nil

8.0 REVISION DETAILS

8.1 Latest Document Review Participants

Name	Role Title	Contribution <i>Technical/Subject Matter Expert, End User, Owner etc</i>
Josh Lobodin	Superintendent - Environment	Subject Matter Expert

8.2 Revision History

Iss	Rev	Date	Lead Reviewer	Details of Change	Approver Role	Approver Name
3	5	08/04/2016		Update to attachment 7.1 – QAL HSEC Policy	General Manager	Mike Dunstan
3	6	01/05/2019		Update to attachment 7.1 – QAL HSEC Policy	General Manager	Mike Dunstan
3	7	19/11/2019		Update to attachment 7.1 – QAL HSEC Policy	General Manager	Pine Pienaar
3	8	17/02/2022		Update to attachment 5.1 – QAL HSEC Policy	General Manager	Pine Pienaar
3	9	26/07/2023	Deb Steel	Update to attachment 5.1 to incorporate GISTM expectations	General Manager	Pine Pienaar
3	10	26/03/2024	Deb Steel	Update to attachment 5.1 – QAL HSEC Policy	General Manager	Trent Scherer
3	11	02/09/2025	Josh Lobodin	Update to attachment 5.1 – QAL HSEC Policy	General Manager	Trent Scherer



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QAL Health, Safety, Environment & Communities Policy

PURPOSE QAL is committed to managing our workplace in a safe manner, free from injuries and illnesses. We will work to minimise our environmental impacts directly or indirectly related to QAL. We acknowledge the importance of effective communication both internally and to our stakeholders.

Excellence in managing Health, Safety, Environment and Communities (HSE&C) is essential to our sustainability and is a primary responsibility of all QAL employees and contractors.

SCOPE This policy applies to all persons working on the QAL site

HSE&C principles are an essential part of QAL's management and decision-making process. The foundation of our culture is that all work is planned using risk assessment.

CREATE a culture that is inclusive of all employees where people feel valued for their contribution.

DEMAND that team members are empowered to cease work to find a safer way, if there is a concern that carrying out the task would expose our people, community or environment to harm.

PROVIDE systems to ensure "fitness for work", identify and address occupational health risks to create a healthier work environment.

ADDRESS climate change and decarbonisation through targeted investments in energy efficiency electrification powered by renewable energy and advancing innovative technologies.

AUDIT the operation and business processes at regular intervals to assess HSE&C performance and compliance.

PREPARE, test and maintain emergency procedures.

ADDRESS HSE&C risks during the full lifecycle of the refinery.

CONTINUALLY evaluate and improve our business practices, processes and service to reduce risk.

ENGAGE in ongoing governance with the community and external expertise to confirm processes align with and can deliver our goal of zero harm to people and the environment through design, construction and management of our process plant and tailings storage facilities.

REPORT on performance to our workforce

ENGAGE in an open and transparent manner with stakeholders to achieve greater HSE&C understanding to ensure the long-term sustainability of QAL as a business in Gladstone.

ESTABLISH appropriate HSE&C requirements when selecting business partners and contractors.

PARTNER with our community to support the liveability of Gladstone for generations to come.

COMPLY as a minimum, with legal requirements and adopted international standards to perform beyond regulatory requirements.

PROTECT biodiversity and ecosystems by minimising environmental impacts and supporting the long-term health of the natural environment surrounding our operations

GM PERSONAL COMMITMENTS

- I will ensure there are effective systems and processes in place to give effect to this Policy.
- My behaviour will be consistent with this Policy at all times.
- I will hold Leaders accountable for annual action plans to deliver Health, Safety, Environmental and Community improvements.
- I will authorise the allocation of resources, including appropriate training, sufficient for these plans to be implemented.
- Legal compliance is the absolute minimum performance standard expected, while striving for best practice.
- Compliance with this Policy is a condition of employment for employees and contractors.
- Individual Health, Safety, Environment and Communities performance will be assessed each year.
- I expect these principles to be applied at all times to all tasks, by people in our business.

Trent Scherer

General Manager

September 2025