



Health and Safety

Pyx Resources Limited ACN 073 099 171 (**Company**)

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1. Introduction

At PYX Resources Limited (PYX or Company), we promote a health and safety culture founded on understanding, responsibility and accountability. We aim to continually improve our performance by adopting a structured systematic approach to the management of health and safety aspects supported by continual improvement of our systems.

2. Health and Safety

2.1 Health and safety is the top priority and PYX actively strives for the continuous improvement of health and safety in the workplace. PYX aims to provide a safe working environment for all its employees and to ensure the safety of others affected by its operations. It is the responsibility of all staff to ensure that they and all colleagues, contractors and visitors abide by the Company's Health and Safety Policy.

2.2 All PYX subsidiaries will, as a minimum, strictly abide by national laws and/or collective agreements. However, where such laws and agreements fall short of PYX standards, either in current or future units of operation, PYX will undertake to work towards achieving and maintaining such standards.

2.3 PYX is committed to employee participation in the Health and Safety process and welcomes the opportunities presented by Employee Forums to expedite the high standards this Code of Conduct represents.

2.4 PYX aims to reduce the number of accidents across the business, with the ultimate goal of zero accidents. To this end, the outcome of health and safety investigations will be shared within the organisation for the implementation of steps to avoid future accidents.

2.5 No person shall be compelled to work in unhealthy or unsafe conditions. All PYX managers, supervisors and other such officers shall strive to ensure healthy and safe working conditions across the Company. Where dispute arises regarding unhealthy or unsafe conditions, a risk assessment shall be undertaken by a competent person and, if necessary, appropriate controls implemented to minimise hazards or risk of harm.

2.6 In order to ensure a safe working environment for all employees, customers and visitors, it is important to ensure that employees are fit to carry out their jobs safely and effectively in a working environment which is free from alcohol and drug misuse. All employees are expected to arrive at work fit to carry out their jobs and to be able to perform their duties safely without any limitations due to the use or after effects of alcohol or drugs (whether prescribed, over the counter or illegal).

3. Policy Management

Approval of this Policy is vested with the Board.

Reviews of this Policy are the responsibility of the Board, and will be conducted annually. This is to ensure that the Policy remains consistent with the *Corporations Act 2001* (Cth) and all other relevant legislative and regulatory requirements, as well as the changing of the Company.

3.1 Policy revision and distribution

Version	
Date approved	
Author	
Description of revision	
Internal distribution	
Date	
Recipient/s	

3.2 Policy history

Policy owner	Pyx Resources Limited ACN 073 099 171
Policy author	
Version	
Status	
Effective Date	
Review Period	
Next Review date	
Document Location	

3.3 Policy approval

Business unit or department	Title	Date
 Signature/...../20.....