



# Health & Safety Policy

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## Purpose

We, Patriot Battery Metals, care about the well-being and safety of our employees, contractors, business partners, visitors and host communities. Safety is our priority, and it takes precedence over operational and financial considerations. In order to create a safe and healthy workplace, prevention actions trump corrective actions. This our commitment to delivering on measurable objectives and targets aimed at the continual improvement of our health and safety culture.

## Scope

This Policy applies to all:

1. Directors, executives, employees, contractors, business partners and visitors.
2. Business units, including subsidiaries.
3. Project sites and corporate offices.
4. Project life cycle.

## Commitments

We, Patriot Battery Metals are committed to:

1. Implementing a health and safety-centric approach based on a resilient health and safety culture, communicating our values and expectations, and rewarding safe and respectful behaviour.
2. Protecting the health and safety of our employees, contractors, business partners, visitors and host communities.
3. Promoting healthy lifestyles for physical and mental well-being.
4. Complying with the laws and regulations of the jurisdiction in which we operate.
5. Developing corporate objectives, targets and key performance indicators (KPIs) and communicating them to employees, contractors, business partners, visitors and host communities.
6. Identifying and assessing potential health and safety risks and impacts, and designing and implementing appropriate avoidance and mitigation measures.
7. Designing and operating our activities or facilities to minimize the risk to the environment, well-being, security, health and safety of employees, contractors, business partners, visitors and host communities.



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8. Ensuring that all workers have the appropriate skills, training, and tools to perform their tasks, identify and treat risks and respond to health and safety incidents.
9. Providing health and safety training to our employees to improve their well-being, awareness/knowledge and, where relevant, extending these programs to contractors, business partners, visitors and host communities.
10. Putting communication channels in place to encourage employees, contractors, business partners, visitors and host communities to report emergencies, raise concerns, file complaints and suggest possible solutions. Assessing comments that may be received and, if required, conducting appropriate investigations, identifying corrective actions and updating our processes accordingly.
11. Providing health and safety-centric workplaces with a continuous improvement perspective.
12. Developing, implementing, and maintaining the Occupational Health and Safety Management System, emergency response plans, and prevention activities complying with best industry standards tailored to our workplaces.
13. Keeping ongoing health and safety records and, on a regular basis, reviewing regulatory requirements, analyzing KPIs, conducting inspections and audits to ensure compliance and to assess performance.
14. Annually reviewing processes, commitments, objectives, targets, KPIs, and the content of this policy.
15. Ensuring that the necessary human, material, technological and financial resources are available to implement this policy.

## Responsibilities

To achieve our commitments and objectives, we, Patriot Battery Metals will ensure that:

1. The Board of Directors meet on a regular basis to monitor:
  - a. The application of this policy by Patriot Battery Metals.
  - b. The health and Safety performance of the Company.
  - c. The implementation of preventive actions and corrective measures.
2. The executives, managers and supervisors will:
  - a. Be visible in the promotion of a resilient health and safety culture through engagement with the workforce.
  - b. Be responsible for the identification, analysis and treatment of potential risks.
  - c. Develop objectives and monitor performance targets to make informed decisions.



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- d. Ensure that the necessary resources are available.
3. The Health and Safety Team will:
  - a. Support the application of this policy, on-site activities and managers.
  - b. Develop, implement and update processes and corrective measures to ensure safe workplaces.
  - c. Ensure effective communication and engagement amongst all levels of the workforce.
  - d. Keep records and develop KPIs to ensure achievement of targets.
4. The employees, contractors, business partners and visitors will:
  - a. Carry out their activities according to this policy.
  - b. Be ambassadors of a resilient health and safety culture.
  - c. Be responsible for their own safety and the safety of the people around them.
  - d. Intervene when work is not being performed safely and report any event, incident or non-compliance with this policy.
  - e. Give feedback on the identification of potential risks and how to improve health and safety performance.

## Approval & Review

This Health & Safety Policy is to be reviewed periodically and updated as required.

Rev. No.	Prepared / Updated by	Reviewed	Approved	Date	Description / Changed Effected
0	ESG Department	CEO & President Executive VP Project Development Executive VP ESG	PMET Board	September 2024	Initial Document