

HEALTH, SAFETY, FIELDWORK AND REMOTE OPERATIONS COMMITMENT

VG-WHS-023-PUB



PURPOSE

This commitment supports safe and proportionate planning and conduct of Valhalla's office, travel, fieldwork, site and remote operations.

PUBLIC COMMITMENT

- Work should be planned and performed so far as reasonably practicable to protect health and safety.
- People may stop or pause work where they reasonably believe there is a serious or imminent risk.
- The level of planning and documentation is scaled to the hazards, remoteness and complexity of the activity.

STATUS	Published
POLICY OWNER	Managing Director
PROPOSED APPROVER	Valhalla Board
PUBLICATION	Published v1.0

1. Application and responsibility

Valhalla is an Australian-based private company. This document is applied in a practical and adaptable manner, with controls suited to the nature and risk of the activity. The Managing Director may set or adjust implementation arrangements, subject to law, contracts and matters reserved to the Valhalla Board. Ordinary operations may proceed within approved budgets and delegations. A significant departure from ordinary operations, material change, unusual commitment, new jurisdiction or matter outside approved authority must be documented and approved before implementation, including by the Valhalla Board where required.

Safety duties under applicable law and site requirements are not optional. The Managing Director may assign planning and supervision to a competent project lead, contractor or site operator, while retaining appropriate oversight of Valhalla's involvement.

2. Risk-based planning

Before work begins, foreseeable hazards should be considered to a level suited to the activity. Routine office work may require standard arrangements. Remote travel, field sampling, mine-site access, lone work, extreme weather, vehicles, equipment or hazardous terrain may require a documented plan, permits, competent personnel and emergency arrangements.

3. Field and remote operations

- confirm access, site induction, landholder and project requirements;
- identify communications, check-in, travel, fatigue, weather and emergency arrangements;
- use suitable equipment, vehicles, personal protective equipment and competent operators;
- consider medical, environmental, cultural heritage and security risks; and
- do not continue where conditions have materially changed and controls are no longer adequate.

4. Stop-work and consultation

A person may stop or pause work where they reasonably believe there is a serious or imminent risk, without retaliation for acting in good faith. Concerns should be discussed promptly with the project lead, site controller or Managing Director so that the work can be reassessed.

5. Contractors and partner sites

Valhalla may rely on a competent contractor, university or site operator for local systems and supervision, but should understand the allocation of responsibilities and confirm that relevant personnel receive the information and induction needed for their role.

6. Incidents and learning

In an emergency, immediate safety and local emergency arrangements take priority. Incidents, near misses and material hazards should be reported promptly. The response and investigation should be proportionate to actual and potential harm and may involve the site operator, insurer, adviser, regulator or Board.

Related documents

- Enterprise Risk Governance Statement
- Environment, Sustainability and Community Policy
- First Nations Engagement, Indigenous Data and Cultural Heritage Commitment
- Partnership and Sponsorship Acceptance Principles

Document control and approval

Public reference	VG-WHS-023-PUB	Version	1.0
Status	Published	Publication	Published v1.0
Policy owner	Managing Director	Proposed approver	Valhalla Board
Approved by	C.Dubieniecki	Approved date	August 12th 2026
Review cycle	Bi-Annually or as board requires	Review date	August 12th 2028
Internal source	Work Health and Safety, Fieldwork and Remote Operations Policy		

PUBLICATION CONTROL Published v1.0. This is the current website publication. Procedures may be adapted proportionately, but any substantive amendment to the published commitments requires controlled review, approval and versioning.