



# Health, Safety, Environment and Quality Policy

## Policy Statement

### The Mint is committed to:

- Providing a safe and healthy work environment for the benefit of our workers, customers, suppliers, and all other interested parties and other duty holders associated with the Mint.
- Protecting the environment by preventing pollution, reducing our environmental footprint, using natural resources responsibly, reducing greenhouse gas emissions, and building resilience to a changing climate.
- Upholding quality practices throughout the end-to-end coin journey aligned to our customer, stakeholder and partner needs.

We believe commitment to Health, Safety, Environment and Quality (HSEQ) performance and its continual improvement is essential for success and growth of our organisation alongside our legal responsibility to it.

### We will achieve these by:

- Demonstrating personal leadership and commitment to HSEQ consistent with our vision, values and priorities, whilst complying with all applicable legal and other obligations.
- Developing, implementing and maintaining a robust Integrated Management System (IMS) that we apply daily in support of our HSEQ commitment.
- Establishing work systems to identify, assess, mitigate and review risks associated with our activities to minimise and reduce work related incidents and injuries, both physical and psychosocial, protect environmental resources related to the activities we perform and uphold quality specifications related to our products.
- Continuously improve HSEQ performance through the setting of objectives and targets, planning and undertaking for business improvement initiatives, performing incident investigations, performance analysis and reporting.
- Consult with our employees and workers' representatives and encourage their participation in shaping how we achieve our HSEQ performance objectives.
- Providing information, instruction, supervision, and training as required by all applicable standards, provide a mechanism to record, and address feedback, ideas and concerns provided in response.
- Defining roles, responsibilities and accountability for clarity, consistency and predictability across our workforce. Provide the appropriate resources to fulfil this policy and the systems of work in support.
- Focus on the prevention of pollution associated with any of our operations as part of our approach to minimise our impact on the air, land and water resources and commit to ongoing assessment and management of our activities on them.

**The responsibility to implement this policy rests with every Mint employee.**

Mint Senior Leadership Team