



PALMER NICKEL AND COBALT REFINERY HEALTH, SAFETY, ENVIRONMENT, COMMUNITY AND QUALITY POLICY.

Palmer Nickel and Cobalt Refinery is an integrated producer of Nickel and Cobalt.

At Queensland Nickel, we are committed to the continual improvement of our management system performance through utilising a risk based approach and promoting a culture of protecting the welfare of our employees, the environment and key stakeholders. This commitment ensures compliance to applicable legal obligations and other requirements central to our operating philosophy.

Queensland Nickel's management system supports this commitment, by:

Health and Safety

- Identifying hazards and mitigating them, based on risk management principles
- Promoting and improve the health of our people
- Working towards a sustainable downward trend in work related injuries and occupational illnesses

Environment

- Identifying and managing risks to our environment
- Incorporating our environmental values in our decision making
- Establishing and achieving targets that promote efficient use of resources and prevent pollution

Community

- Pursuing honest relationships with stakeholders to build a sustained positive reputation for the business.

Quality

- Delivering compliant products to our customers
- Actively liaise with customers to understand future requirements
- Timely and effectively managing customer concerns
- Complying with regulatory and legal requirements for the management of critical information.

We will communicate the requirements of this policy to all personnel including key stakeholders and measure the success through the setting of objectives and targets.

Ian M Ferguson
Managing Director - Operations
Queensland Nickel Operations