Health and Safety Policy

Purpose

Danakali Limited and any subsidiaries of the company (collectively defined as Danakali or the Company)is committed to protecting the health, safety and welfare of all persons in the workplace including employees, contractors, authorised visitors, and anyone else potentially affected by our operations. We believe that all injuries and incidents are preventable and that everybody has a personal responsibility to work safely.

Health and Safety is an integral part of our values, and an inherent part of our commitment to ensure their wellness. We commit to undertaking health and safety due diligence as part of our corporate decision making process. This policy affirms our responsibility and commitment to health and safety across all of our operations with a target of zero harm.

Scope

This Policy applies to:

- All directors, officers and employees of the Company;
- Contractors, consultants and labour hire personnel;
- Suppliers and business partners performing work on behalf of the Company; and
- Visitors to Company-controlled workplaces and sites.

This Policy applies to all locations where the Company conducts business.

Policy Statement

The Company is committed to:

- Maintain an operating framework that includes health and safety standards, practices and procedures that are developed, implemented, followed, reviewed;
- Comply with all health and safety legislation and other relevant obligations;
- Provide the required training, resources, facilities, plant, tools and equipment for people to work safely;
- Provide systems to support hazard management;
- Provide leadership, resources and support to deliver these programs;
- Implement a pragmatic risk management approach to health and safety by identifying and managing the risk exposures of our activities;
- Apply health and safety standards to contractors and service providers;
- Implement compliance monitoring of the operating framework and regular inspections of plant and equipment.

Responsibilities

As far as possible, Management will:

- Provide a safe and healthy working environment;
- Provide safe systems of work;
- Provide and maintain plant and substances in safe condition;
- Provide employees, contractors and visitors with information and training to uphold their health and safety responsibilities;
- Minimise occurrences of occupational illness through identification and management of the key occupational health risks;

- Ensure that our people are trained and competent;
- Ensure that work performed is supervised by a person suitably trained, with an understanding of the associated hazards and the authority to ensure that any required precautionary measures by the business are implemented;
- Proactively eliminate or mitigate, as far as practicable, any hazard or potential hazard to the safety or health of employees, before resorting to personal protective equipment;
- Consult and co-operate with workers in matters relating to health and safety in the workplace; and
- Drive continuous improvement through the setting of measurable health and safety objectives and targets.

Employees, contractors and visitors are obliged to:

- Comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment;
- Take reasonable care of the health and safety of themselves and others;
- Be appropriately trained and competent to undertake the job at hand;
- Report immediately to their supervisor or manager if not fit for work including illness, injury and compliance to alcohol and/or drug limits;
- Wear personal protective equipment and clothing, where necessary;
- Comply with any direction given by management for health and safety;
- Not misuse or interfere with anything provided for health and safety;
- Report all accidents and incidents on the job immediately, no matter how trivial;
- Report all known or observed hazards to their supervisor or manager; and
- Read and acknowledge that they have understood the Health and Safety policy.

In carrying out this policy, Danakali will

- Actively communicate policies to internal and external stakeholders, including awareness training on health and safety related issues;
- Strive to conduct reasonable due diligence to determine the actual and potential health and safety impacts of its operations and seek to employ reasonable measures to mitigate such impacts;
- Implement procedures and mechanisms that specify how accidents, incidents and hazards should be reported by employees and stakeholders, and how such reports are to be investigated; and
- Review the codes and policies from time to time and effect any necessary variations thereto.

Review of the Policy

The Company will periodically review this Policy and its implementation to ensure continued effectiveness and alignment with legal requirements, stakeholder expectations and emerging best practices.

Approval and Adoption

This Policy was approved by the Board on 2 October 2026 and takes effect from that date.