

ENVIRONMENTAL HEALTH AND SAFETY POLICY

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May 2026

Table of Contents

ENVIRONMENTAL HEALTH AND SAFETY POLICY	1
1. Executive Summary.....	2
2. Scope	3
3. References	3
4. Policy Statement.....	3
5. Responsibilities	4
6. Minimum Requirements	4
7. Procedures and Processes.....	5
8. Training Requirements and Updates.....	5
9. Records and Retention Requirements.....	5
10. Associated Forms / Templates	6
11. Document History.....	6

Virginia

1092 Confroy Drive
South Boston, VA 24592

Tennessee

279 West Main Street
Camden, TN 38320

Utah

1782 W 2300 S
West Valley City, UT 84119

1. Executive Summary

1.1 Scope Summary

The scope includes all IperionX employees, contractors, temporary employees, and visitors (as applicable) directly supervised by IperionX.

This Environmental Health and Safety (EHS) policy outlines IperionX's global EHS commitment.

1.2 Responsibilities Summary

Requires Executive Management, Managers, and all employees to follow this policy and assigns requirements to each role.

This policy was approved by IperionX executive management and the Board of Directors, who endorse its implementation.

1.3 Minimum Requirements Summary

All employees will understand their role to ensure the execution of the EHS Policy.

1.4 Procedures Summary

The EHS Program details the requirements that allow IperionX to meet its policy commitments.

This EHS Policy shall be communicated within the organization and available to external stakeholders.

1.5 Training Requirements and Updates Summary

All employees will be trained in this EHS Policy upon initial hire and when the policy is materially updated. This policy will require annual review for any needed updates.

1.6 Associated Forms/Templates Included

N/A

2. Scope

The Environmental Health and Safety (EHS) Policy applies to:

- all IperionX sites and locations
- all employees, contractors, temporary employees, and visitors directly supervised by IperionX.

3. References

Federal

N/A

State

- **Tennessee**
N/A
- **Utah**
N/A
- **Virginia**
N/A

Consensus Standards or Guidance Documents

- ISO 14001 – Environmental Management Systems – Requirements with Guidance for Use
- ISO 45001 – Occupational Health and Safety Management Systems – Requirements with Guidance for Use

4. Policy Statement

IperionX is committed to the health and safety of its employees, contractors, and guests. We demonstrate this commitment by striving to provide an injury and illness free workplace for all employees, contractors and visitors through the following:

- Our commitment to establish health and safety goals and objectives which promote continual improvement of our performance;
- Processes to identify and eliminate workplace hazards to reduce employee injury and ill health; and
- Systems to identify and comply with legal requirements at our facilities.

IperionX is committed to the vitality and sustainability of the communities in which our facilities operate. We demonstrate this commitment first through our mission of being the leading developer of low carbon, sustainable critical materials supply chains in the United States and through the following:

- Identification of and compliance with environmental legal obligations;

- Comprehensive life cycle analyses of our processes to minimize impact to the environment and prevent pollution; and
- Identification of opportunities to reduce the use of natural resources and pollutants and establish goals and objectives that promote continual improvement in our environmental performance.

5. Responsibilities

Executive management is required to:

- ensure that this policy and the EHS program are effectively implemented,
- support managers and supervisors in fulfilling their responsibilities,
- hold managers and supervisors accountable for their specific responsibilities,
- provide a system of employee involvement in all EHS matters,
- evaluate the implementation of this policy as part of Management Performance Review, and
- participate in regular reviews of the policy and its programs.

Site management is responsible for:

- implementation of the EHS Program in their area(s) as applicable,
- risks in the workplace under their supervision have been identified and controlled,
- consultation with their employees in all EHS matters,
- behavior of employees in the workplace is safe and without risks to health, and
- when they do not have the necessary authority to fix a problem, they will report the matter promptly, together with any recommendations for corrective action, to a manager with the necessary authority.

Employee Responsibilities:

- cooperate with the EHS policy and program to ensure their own health and safety and the health and safety of others in the workplace,
- carry out their work according to safe systems of work; use protective equipment provided and use all equipment, tools and materials as per training provided & in the manner for which they are intended,
- stop work if working conditions or behaviors have unacceptable risks, and
- participate in the consultation process.

6. Minimum Requirements

All employees will understand their role to ensure the execution of the EHS Policy.

7. Procedures and Processes

The EHS Global Program details the requirements that allow IperionX to meet its policy commitments (see Figure 1).

EHS Policy							
Environment	Risk Management	Industrial Safety	Industrial Hygiene & Occ Health	Hazardous Material Management	Vehicle Safety	Contractor Management	Incident Management
Air Management	Risk & Hazard Assessment	Hazardous Energy Control	IH Monitoring	Combustible Dust	Powered Industrial Vehicles	Contractor Management	Hazard, Near Miss & Incident Reporting
Water Management	Injury & Illness Prevention	Confined Spaces	Medical Surveillance	Chemical Safety	Vehicle & Driver Safety		Emergency Preparedness
Waste Management	Inspection & Audit	Machinery & Equipment Safety	Hearing Conservation	Purchasing, Receiving & Shipping			Emergency Response & Recovery
		Hot Work	Respiratory Protection	Compressed Gases & Pressure Vessels			
		Electrical Safety		Transportation			
		Working at Heights					

Figure 1: EHS Global Program

This EHS Policy shall be communicated within the organization and available to external stakeholders.

8. Training Requirements and Updates

All employees will be trained in this EHS Policy upon initial hire and when the policy is materially updated. This policy will require annual review for any needed updates.

9. Records and Retention Requirements

The EHS Policy shall be retained as documented information until replaced or retired for the life of the company.

Employee training records shall be maintained for the duration of employment.

10. Associated Forms / Templates

- Not Applicable

11. Document History

Date	Revision #	Details
September 2023	0	Initial issue internally.
May 2026	1	Minor updates to section 1.2 (Responsibilities), section 8 (Training Requirements and Updates), and formatting to match other corporate policies. Posting of policy to IperionX website.