

# OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING POLICY

We believe that a healthy and safe workforce is an essential contributor to our business success and are committed to the health, safety, and wellbeing of all our employees, contractors, and visitors.

We strive for zero harm and effective management of risks through a culture which does not accept unsafe behaviours, where we hold ourselves and each other to account, and where continual improvement and honest communication of safety issues are entrenched in how we work.

We achieve this by:

- Effectively identifying and managing occupational **health, safety, and well-being risks**.
- Empowering all employees and contractors to **stop work** if they consider it unsafe, even if it halts production.
- Providing **training** to ensure employees are competent, and **adequate resources** for work to be undertaken safely.
- Encouraging our employees to **take personal responsibility** for the health, safety, and wellbeing of themselves and others and ensuring accountability for this is clear through individual role descriptions.
- Demonstrating **visible leadership** that provides recognition for safe behaviours and **consequences** for unsafe actions.
- Providing and maintaining an integrated health, safety, and well-being management system that supports best practice and that is regularly reviewed to ensure **continual improvement**.
- Implementing programmes and initiatives which promote **physical and mental well-being** and care for the **“whole person”** at work.
- Engaging our workforce to ensure **open and honest communication** about health, safety, and well-being issues.



**Tim Carstens**

Managing Director

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