

# OCCUPATIONAL HEALTH & SAFETY POLICY

Our Occupational Health and Safety (OH&S) philosophy is to safeguard all employees and anyone who encounters our business operations as a result of our activities.

Our commitment in preventing incidents, accidents and cases of work-related injury, ill health and improving welfare is through the following principles:

- Driving a culture whereby safety is demonstrated in our behaviour 100% of the time
- Enhancing our commitment through an Integrated Management System (IMS) Zero Harm
- Committing to making the working conditions “Zero Harm”
- Instilling a culture at all levels to continuously identify, reduce and eliminate hazards that reduce OH&S risks
- Committing to providing a structured framework for our OH&S program, with established OH&S objectives and performance measures
- Committing to complying and fulfilling all legal and other requirements within the scope of our activities
- Committing to creating continual improvements across the OH&S management system
- Committing to consultation and participation with employees and employees of interested parties to engage on all day-to-day, OH&S and welfare conditions
- Committing to supporting OH&S training and awareness campaigns for all our employees and employees of interested parties
- Committing to communicating and making readily available this policy to all interested parties as applicable

It is my responsibility as the Managing Director to ensure that the appropriate resources, including human and financial ones, are committed towards implementing this policy across all our activities and, through working with the leadership team, we communicate our policies and standards to all employees and applicable interested parties.

Our Occupational Health and Safety performance will be considered at every management meeting and the Leadership team will review this policy annually to ensure that it continues to reflect the aims and aspirations of the company and keeps up to date with all legal and other requirements.



Nathan Palmer  
**Managing Director** - BWHL Group Ltd