

Kalbar Health, Safety and Environment Policy

1. Introduction

Kalbar is committed to managing our business, focusing on the health, safety and the wellbeing of our people and in caring for the environment in which we operate. We do this by providing a safe work place where no injury or harm to health is considered acceptable and through acknowledging a responsibility to our environment by using resources efficiently and responsibly.

2. Policy objectives

Kalbar's Health, Safety and Environment objectives include:

- all of us going home from work without injury or illness;
- no business objectives taking priority over health and safety; and
- undertaking proactive environmental management practices.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants and any other party representing Kalbar wherever it operates across the world.

4. Policy statements

- We all demonstrate a strong focus on health, safety and environmental behaviour and competence by maintaining a clear focus on safety leadership and accepting accountability for personal safety and the safety of others.
- We recognise that sustainability is an integral and multi-disciplinary part of our business that must be considered in all decisions.
- We will comply at all times with workplace health, safety and environmental laws and regulations and aim to go beyond compliance to undertake proactive health, safety and environment management practices.
- We continuously review our operations to identify, assess and control environmental impact and actively promote the reduction of waste within our operation.
- We will set company-wide health, safety and environment targets and performance against these targets will be monitored, measured and reported on to the Board.
- We will report any actual or potential environmental incidents or spills irrespective of the severity and report on our environmental performance.

5. To achieve these objective we will:

- develop a culture that recognises the importance of demonstrating safety leadership behaviour by embedding this as an expectation in all our planning, systems and procedures;
- work to ensure that we have technically sound plant and equipment; and work that is well designed, planned, executed, supervised and improved by trained and competent people;
- undertaking all necessary environmental assessments for our operations and use the best available evidence to identify how we can prevent, minimise, mitigate or remediate any harmful effects of our operation on the environment;
- provide appropriate levels of training, development and mentoring to ensure our employees and contractors are aware of this policy and how it is implemented;
- encourage our people to collaborate and share learnings to proactively prevent incidents;
- learn from incidents and strive to continually improve our health, safety and environmental performance; and
- monitor, maintain and improve, where required, health, safety and environment risks through the use of robust systems, governance and assurance processes.



6. Policy Review

This policy will periodically be reviewed by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Kalbar Code of Conduct
- Misconduct Reporting Procedure
- Kalbar Whistleblower Policy

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	V. Hugo	Chairman: Brad Farrell	24.2.2020	Feb 2021