

## Introduction

This Health and Safety Policy applies to all Castor Vali operations both at regional offices and all project locations.

The Directors of the Castor Vali Group accept that they have moral and legal responsibility for the Occupational Health and Safety (OH&S) of all employees and others who may be affected by the organisation's operations. They recognise that injury, damage and loss can be avoided and that consideration for health, safety and welfare should rank equally with all other commercial considerations. Therefore, they will ensure the full implementation of this policy and expect all employees and contracted personnel to follow their example. All work will be carried out in such a manner to safeguard, so far as reasonably practicable, the health, safety and welfare of all employees and others, this will include other contractors and members of the general public.

## Company OH&S Commitments

- a) To establish and maintain an OH&S Management System which satisfies the requirements of ISO 45001, all applicable statutory and regulatory requirements, and industry best practice.
- b) Provide safe and healthy working conditions with adequate welfare facilities for the prevention of work-related injury and ill health.
- c) Do our best to eliminate hazards and reduce OH&S risks.
- d) Ensure equipment is safe and that safe systems of work are in place.
- e) To promote and encourage a positive health and safety culture throughout the organisation.
- f) To provide sufficient information, instruction, training and supervision to enable employees to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work.
- g) To ensure all employees are aware of their individual OH&S obligations under national legislations.
- h) Ensure articles and substances are moved, stored, maintained and used safely.
- i) To encourage employees to report hazards, including near misses, without fear of reprisal to ensure the root causes of accidents are identified, enabling measures to be put in place to eliminate recurrence.
- j) To ensure sufficient financial and physical resources are available to meet the objectives of the OH&S Management System, as well as all applicable statutory and regulatory requirements.
- k) To ensure OH&S objectives are set, monitored and reviewed at regular intervals.
- l) To maintain continual improvement of OH&S management and performance by regularly monitoring and reviewing the OH&S Management System to ensure its effectiveness.
- m) To maintain records as objective evidence to show compliance with the OH&S Management System.
- n) Comply with all applicable OH&S legislation.

## Management Responsibilities

The Group CEO has the overall responsibility for the OH&S Policy and OH&S Management System including formulation, development, implementation and encouraging commitment by personnel at all levels of the Company.

The Management Representatives nominated in the Integrated Management System Manual are responsible for the co-ordination, implementation and monitoring of the policy throughout the organisation. The Directors shall appoint competent people to assist the Company in meeting its statutory duties including where appropriate, specialists outside of the organisation to provide the necessary proficient advice on OH&S matters.

## Worker Responsibilities

All employees, contractors and visitors are responsible for policy implementation by cooperating, participating and contributing to its success through their actions and suggestions.

- a) To take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work.
- b) To cooperate with their employer on health and safety matters.
- c) To correctly use work items provided by their employer, including personal protective equipment, in accordance with training or instruction provided.
- d) Not to interfere with or misuse anything provided for their health, safety or welfare.
- e) Maintain awareness of company OH&S policies, processes and objectives.

## Worker Participation

As an organisation, we shall consult with workers (or their representatives) and allow them to participate in OH&S matters, including: -

- a) Mechanisms for worker consultation and participation;
- b) Identifying hazards and assessing risks and opportunities;
- c) Determining actions to eliminate hazards and reduce OH&S risks;
- d) Determining competence requirements, training needs, training and evaluating training;
- e) Determining what OH&S information needs to be communicated and how this will be done;
- f) Determining control measures and their effective implementation and use;
- g) Investigating incidents and nonconformities and determining corrective actions;
- h) Any change which may substantially affect their health and safety at work, such as information on procedures, equipment or ways of working;
- i) Information on the likely risks and dangers arising from work, measures to reduce or eliminate the identified risks and the process to follow in the event of managing the risk ;

## COMMUNICATION

This OH&S Policy is communicated to all employees, contractors and visitors. A copy is displayed on employee notice boards at office locations, held in the Site / Vehicle folders on transient work sites and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director. Copies are made available to interested parties on request and a copy is published on the company website.

**Policy approved by: Steve Grant**  
**CEO**  
**Castor Vali Group**

This policy is reviewed by the CV Senior Management Team in accordance with the company's Management Review Schedule. Any changes will be communicated to all interested parties.