Castor Vali
Health and Safety Policy

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1 Policy Statement

Castor Vali Group is committed to maintaining a safe and healthy work environment for all employees, contractors, visitors, and the communities in which we operate. Our leadership recognises and accepts accountability for providing the resources, direction, and example necessary to ensure health and safety are fully integrated into our business. We will meet or exceed all relevant legal requirements and continually improve our Occupational Health and Safety (OH&S) Management System (MS) in line with ISO 45001. The health, safety, and wellbeing of our workforce, clients, partners, and the wider community are fundamental to our values and critical to our success.

1.1 Purpose

The purpose of this policy is to set out Castor Vali Group's commitment to the health, safety, and wellbeing of all stakeholders and to provide a framework for the effective management of OH&S risks and opportunities. This policy outlines responsibilities, establishes key principles, and reinforces the role of leadership and worker participation in achieving a safe and healthy working environment.

1.2 Scope

This policy applies to all employees of Castor Vali and its affiliated entities, including those who are permanent, temporary, contract-based, or part-time, in all operational jurisdictions where Castor Vali operates. It applies to all Company operations, including regional offices and project locations.

1.3 Compliance with Local Legislation

This policy provides a standardised approach to managing OH&S across the company. While it sets out core principles and procedures that reflect global best practice, the company recognises that legal and regulatory requirements vary across jurisdictions. Accordingly, this policy shall be interpreted and applied in conjunction with applicable local legislation and regulations in the country of operation. Where there is any conflict between this policy and local law, the higher standard shall apply, provided it does not conflict with local law.

2 Company OH&S Commitments

a) Establish and maintain an OH&S MS that satisfies ISO 45001, legal requirements, and industry best practices.
b) Provide safe and healthy working conditions, including adequate welfare facilities, to prevent work-related injury and ill health.
c) Eliminate hazards and reduce OH&S risks as far as reasonably practicable.
d) Ensure equipment is safe and that safe systems of work are implemented and maintained.
e) Promote and encourage a positive health and safety culture throughout the organisation.
f) Provide employees with sufficient information, instruction, training, and supervision to enable them to work safely.
g) Ensure employees are aware of their OH&S obligations under applicable laws.
h) Ensure safe handling, storage, and use of articles and substances.
i) Encourage reporting of hazards and near misses without fear of reprisal.
j) Provide adequate resources to meet the objectives of the OH&S MS.
k) Set, monitor, and regularly review OH&S objectives.
l) Ensure continual improvement of OH&S performance through regular review of the MS.
m) Maintain records to demonstrate compliance with OH&S requirements.
n) Comply with all applicable OH&S legislation and obligations.
o) Support psychological health and wellbeing through a proactive and supportive work environment.
p) Maintain effective emergency preparedness, crisis management, and business continuity measures to safeguard people, operations, and clients.

3 Roles and Responsibilities

Role	Responsibilities
Chief Executive Officer	• Retains overall accountability for the effectiveness of the OH&S Management System and policy compliance
Chief Operating Officer	• Leads day-to-day implementation, monitoring, and reporting on OH&S performance.
Compliance Manager	• Supporting the COO and covering their role in their absence.
OH&S Expert	• Competent personnel will be appointed, including external specialists as necessary, to support OH&S compliance.
Managers	• Ensure all staff understand and comply with this policy.
Employees and Third Parties	• Read, understand, and comply with this policy. • Lead by example in promoting a safety-first culture. • Take reasonable care of your own health and safety and that of others who may be affected by your actions (or inactions). • Cooperate with your employer on all health and safety matters. • Use work items, including personal protective equipment, correctly and as instructed. • Don't interfere with or misuse anything provided for health, safety, or welfare. • Maintain awareness of company OH&S policies, procedures, and objectives. • Report all OH&S incidents and near misses to the COO via your manager.

4 Worker Participation

Castor Vali Group is committed to ensuring the meaningful consultation and participation of workers and their representatives in OH&S matters, without fear of retaliation. This is achieved through:

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, and evaluating training effectiveness.
e) Determining communication methods for OH&S information.
f) Establishing and implementing effective control measures.
g) Investigating incidents and determining corrective actions.
h) Consultation during any significant changes affecting health and safety.
i) Participation in the continual improvement of the OH&S MS.

5 Communication

This policy will be communicated to all employees, contractors, and relevant third parties through induction, ongoing training, and internal communication platforms. It will also be made available to clients and other interested parties upon request

6 Monitoring and Enforcement

This policy, along with the company's OH&S MS, will be monitored and enforced through audits, inspections, incident analysis, and performance reviews. Feedback from workers and other stakeholders will be considered in management reviews to drive continual improvement.

7 Policy Review and Updates

This policy will be reviewed annually or sooner by the COO if required by changes in operations, legislation, or OH&S context. All revisions will be communicated to interested parties.

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