

	WORK HEALTH AND SAFETY POLICY	No.	CRE-GP-012	
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1 POLICY

Crestchic Plc and its subsidiaries (“**Crestchic**”) are committed to providing a safe and healthy working environment for all staff including senior managers, employees, directors, officers or anyone providing services for, or on behalf of Crestchic and visitors of Crestchic, collectively referred to as (“**Workplace Participants**”). This will be achieved by management and employees working together, following a program of health and safety activities and procedures which are monitored, reviewed and audited to achieve the best practice.

Each Crestchic business unit will have their HSE Policy which will be subject to regular reviews to take into account changes in legislation, activities, services and products. As a result of the reviews, changes may be made to this policy from time to time and all Workplace Participants are required to comply with those changes.

2 SCOPE

This policy shall apply to all Workplace Participants.

3 COMMENCEMENT OF THIS POLICY

This policy will commence from its effective date.

This policy does not form part of any employee’s contract of employment or any Workplace Participant’s contract for services.

4 CRESTCHIC HEALTH AND SAFETY SYSTEM

The Work Health and Safety (‘WHS’) system relates to all aspects of health and safety including (without limitation):

- WHS Strategy Plan.
- Defined WHS responsibilities.
- Exercising due diligence.
- Health and safety training and education.
- Adopting a risk management approach to manage health and safety risks.
- Consultations with all workplace participants on matters related to health and safety.
- Emergency procedures and drills.
- Workplace inspections.



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- Incident / accident reporting.
- Management of injured workplace participants.

5 WORK HEALTH AND SAFETY OBJECTIVES

- To provide a safe and healthy work environment for all our employees, contractors and other workplace participants;
- To provide safe and healthy methods of work;
- To provide programs of health and safety activities and procedures which are continually updated and effectively carried out;
- To identify and eliminate or reduce hazards and risks to health and safety;
- To continually monitor and improve work health and safety;
- To provide education and training resources; and
- To comply with all relevant laws, rules, standards and codes of practice.

6 MANAGEMENT RESPONSIBILITIES

All officers, managers and supervisors are responsible/accountable for the safety of all personnel or workplace participants, contractors and company property under their control so far as reasonably practicable. Managers and supervisors are responsible for ensuring all policies, procedures, safe work practices and procedures are always followed.

7 EMPLOYEE RESPONSIBILITIES

All employees / workplace participants are required to comply with health and safety legislation and Crestchic's policies and procedures and for taking reasonable care that their acts or omissions do not adversely affect the health and safety of both themselves and of other persons. Employees must report all hazards and incidents to their supervisors as soon as practically possible to ensure their own health and safety and the health and safety of others in the workplace including contractors and third parties.

8 CONTRACTOR'S RESPONSIBILITIES

All contractors engaged to perform work for Crestchic are required to comply with the health and safety legislation as amended from time to time, the policy, programs and procedures of Crestchic as they relate to work health and safety and observe all directions on health and safety given by management. Failure to comply or observe a direction will be considered a breach of the contract and sufficient grounds for termination of the contract.



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9 VISITORS RESPONSIBILITIES

All visitors to Crestchic’s facilities are required to comply with health and safety legislation and policies and procedures by taking reasonable care that their acts or omissions do not adversely affect their health and safety both themselves and that of others.

10 VARIATION

Crestchic Plc reserves the right to vary, replace or terminate this Policy from time to time.

APPROVAL SECTION



Crestchic Plc Board of Directors

Effective Date: 17 March 2021



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