

Policy Statement

At SPC, we are committed to providing a healthy and safe work environment that supports the wellbeing of our people. Continuously improving health, safety and wellbeing is our priority.

We believe everyone plays a role in making SPC a safe place to work and together we will make a difference to the health, safety, and wellbeing of our people. As employees, we are accountable for our own safety and have a responsibility to look out for the safety of colleagues.

Our objective is to maintain a culture of zero tolerance to harm and injury for all employees, contractors, and visitors. We encourage our employees to be guided by our values by immediately providing feedback on observed safety behaviours and by reporting all hazards, incidents, and near misses.

The Health, Safety and Wellbeing Policy has been designed to ensure we meet our health and safety legal obligations by complying with all relevant laws, codes of practice and industry standards. It sets out the guiding principles for our health and safety system.

Scope

In this Policy, "SPC" includes all entities in the SPC group of companies.

This Policy applies to all SPC employees (temporary and permanent), contractors, and visitors to our premises.

Principles

As an organisation, we promise to harness our collective ability to keep our people safe, and to make a difference in the areas that matter most to our people, including health, safety, and wellbeing.

To meet our commitment and achieve our goals, we will take all reasonably practicable steps to:

- Provide and maintain a work environment without risks to health and safety by providing safe systems of work
- Ensure the safe use of plant, handling, structures, and substances
- Ensure the provision of adequate facilities for the welfare at work of workers while carrying out work
- Ensure all employees are aware of and comply with this policy, and that all hazards, risks, and injuries are reported within our defined timeframes
- Proactively identify and assess hazards and risks to health and safety to eliminate or effectively control risks prior to work being performed
- Provide appropriate information, training, instruction, and supervision as necessary to ensure workers can and do carry out their duties competently and safely
- Make adequate resources available to implement our health and safety policies, procedures, and programs
- Provide, maintain, and promote programs that support mental health and wellbeing
- Provide opportunities for employees to participate in and contribute to the decision-making process, and promote a positive health and safety culture
- Continuously improve, implement, and maintain health and safety procedures and programs.

Approved by Neil Brimacombe



Chief Executive Officer

16 January 2024