



HEALTH & SAFETY POLICY

SCOPE

This policy applies to all employees, contractors and all other people at workplaces under the management of Jolly & Sons.

COMMITTMENT

Jolly & Sons Pty Ltd is committed to providing a safe and healthy workplace for all employees, visitors and contractors. We actively care for the people we work with ensuring their safety and wellbeing is paramount. We are committed to having a mature Safety Culture driven by senior management, to continually improving our systems and to work towards eliminating hazards in the workplace.

OBJECTIVES

To fulfil this commitment, Jolly and Sons will:

- Comply with applicable work health and safety legislative, regulation, codes and guidelines, statutory obligations and other applicable requirements;
- Develop and promote a culture where management and staff both personally and collectively are committed to safety;
- Encourage the reporting of all incidents and significant potential incidents in order to learn and mitigate the risk for the future;
- Work towards zero injuries in the workplace;
- Promote Safe systems of work and maintenance of company plant and equipment.
- Engage and Communicate with all employees on HSE issues, including changes to work practices or before the introduction of new plant and equipment.
- Ensure appropriate training is provided to have the necessary skills and competencies to perform their work and responsibilities in a safe manner.
- Every employee, regardless of their position, has the authority to take action to reduce the immediate risk of injury or illness in their work area.

This policy and the associated objectives are periodically reviewed at least annually as part of Management Review process to ensure it remains relevant and effective for the company's ongoing success.

A handwritten signature in black ink, appearing to read 'Steele Jolly'. The signature is stylized and somewhat abstract.

Steele Jolly
Managing Director
9 March 2021