

# GROUP POLICY

## HEALTH SAFETY ENVIRONMENT & QUALITY



Kelsian Group Limited ("Kelsian Group") is committed to the health, safety and well-being of workers, visitors, customers, and members of the public. We care for the environment and are committed to the protection of the environment, including the prevention of pollution. We are committed to a high quality of service that provides our customers with an efficient, reliable, and safe experience.

The Kelsian Group will achieve this by:

- Maintaining a HSEQ Management System that allows the business to operate in a safe manner that respects the environment, our workers, customers, and the communities that we serve
- Promoting a positive HSEQ culture that displays our COMPASS values, by setting clearly defined responsibilities and accountabilities for all workers
- Complying with legal obligations and other requirements, by ensuring our business is managed by relevant legislation, standards, and codes of practice
- Undertaking meaningful and effective consultation and participation with all relevant stakeholders to ensure continuous improvement of our HSEQ management system
- Efficiently using resources, minimising waste, and reducing environmental impact, whilst promoting a culture of sustainability
- Providing resources, plant and equipment and personal protective equipment to ensure safe work
- Promoting proactive risk management through the provision of processes to identify and record hazards so they can be assessed, eliminated, or controlled so far as is reasonably practicable
- Providing and maintaining a safe and healthy work environment for the prevention of work-related injury and ill health
- Establishing, maintaining, and monitoring measurable and achievable objectives and targets
- Providing training, instruction, and information at all levels of the organisation
- Communicating this policy within the organisation and our business partners (e.g., contractors and visitors)

To help us achieve our commitments, we require our workers to:

- Actively be responsible for the health and safety of themselves and others
- Actively be responsible for protecting the environment
- Working together as one team, displaying our COMPASS values to drive a positive culture
- Being fit for work and not starting or continuing work where it is not safe
- Participating in training and educational programs
- Following the HSEQ Management System and all reasonable instructions
- Contributing to improvement by reporting, rectifying issues and identifying opportunities for improvement

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