

SMW GROUP LIMITED HEALTH & SAFETY POLICY

Policy Statement

SMW Group Limited (**SMW**) and its subsidiaries (together, the **Group**) is committed to providing a safe working environment for employees, contractors and visitors by identifying, isolating and mitigating all risks.

Application

SMW will take responsibility for health and safety procedures and everyone is expected to share in the commitment to avoid all accidents and incidents that may cause personal injury or damage. Every employee must be aware of their responsibilities and comply with this Health & Safety (H&S) policy and act safely at all times to ensure their own welfare and that of others in the workplace.

Policy Objectives

SMW is committed to:

- promoting a strong H&S culture throughout the Group supported by provision of appropriate supervision, training and communication to all personnel;
- being a Zero Harm organisation committed to eliminating work-related injuries and illnesses;
- complying with relevant legislation, regulations, codes of practice and safe operating procedures;
- establishing and monitoring health and safety objectives and targets;
- continually improving health and safety practices and procedures;
- training personnel to perform their work activities safely and effectively;
- maintaining systems for reporting and recording of workplace hazards, incidents and injuries;
- consulting with nominated employee representatives regarding participation in matters relating to health and safety management ;
- the earliest rehabilitation and return to work of any employee who has suffered a work-related injury or illness.

Employees will:

- take responsibility for preventing harm in the workplace;
- follow all safe work procedures and properly use all safety equipment and clothing provided;
- identify and report site hazards;
- promptly report all health and safety incidents, accidents and near misses.

SMW will have measurable targets that are acted upon, regularly monitored, reported and reviewed and will ensure that this H&S Policy is communicated to all employees, contractors and is publicly available.

Responsibility for Policy

The Board retains ultimate accountability and responsibility for the implementation of this policy.

Review and Communication of Policy

SMW will communicate this H&S policy to the Group, to its shareholders and to the market, including via its website, in the interests of transparency and accountability and to better promote achievement of the objectives of this policy. This H&S policy will be updated as required.

This H&S policy has been agreed by the Board of SMW Group Limited.

Issue	Approved by	Date
1.0	The Board	4 August 2020