



# Health, Safety and Environment Policy

## PURPOSE

Our objective is that we all return home safely every day and we prevent harm to the environment. We are committed to using our resources responsibly to ensure the safety and health of our workforce is our number one priority and we continue to strive for outcomes that benefit the environment and the communities in which we operate for the long term.

## SCOPE

This policy is applicable to all CBH Group activities / all people working across CBH. This policy shall be communicated to all employees and made available to stakeholders.

## OBJECTIVES

We leverage our Integrated Management System with the involvement and ownership of all our employees and partners through:

### Risk Assessment

- We identify our risks and implement controls rigorously,
- We eliminate or minimise risk through effective Risk Assessment leveraging the Hierarchy of Controls.
- We verify and monitor how our risks are managed at the frontline, and
- We ensure controls are in place to prevent harm to our employees and to the environment

### Effective Leadership

- We ensure our people are engaged and understand their HSE roles and responsibilities,
- We provide our people with the training, competency, systems, time, tools and equipment to work safely and to comply with all legal and other requirements.
- We actively develop a culture where our people choose to work safely and are empowered to intervene and stop unsafe work, and
- We engage, consult and involve our workforce proactively in HSE improvement.

### Verification & Continuous Improvement

- We implement rigorous systems, standards, procedures and work instructions,
- We actively drive simplification and improvement of our systems and tools,
- We raise, investigate, analyse and learn from internal incidents and seek to learn from relevant external events, and
- We monitor and report performance in a timely and transparent way.

## CEO ENDORSEMENT

A handwritten signature in black ink, appearing to read "Alan", written over a horizontal line.

**ROLES AND RESPONSIBILITIES**

<b>Role</b>	<b>Responsibility</b>
CBH Board	Overall accountability for Safety for CBH Group activities.
Lead Risk Committee	Responsible for approving the HSE Policy.
CEO	Responsible for providing leadership and resourcing for the safe systems of work
Safety	Development of HSE policy and safe systems of work

**REFERENCES**

<b>Title</b>	<b>STORE ID</b>
Health and Safety Standard	<a href="#">STORE-1473931053-521</a>

**COMMUNICATION**

This policy shall be made available and communicated to all CBH employees and contractors via the CBH Intranet. Amendments to this Policy shall be communicated to the CBH Group under the direction of the Chief Audit and Risk Officer.

**COMPLIANCE MANAGEMENT**

CBH are required to comply with international and national legislated requirements, accreditations and standards. To achieve this staff are required to comply with all Policies, Procedures and Work Instructions provided to them. Regular reviews and audits will be performed by internal and external parties as required to ensure compliance is being achieved. If a non-compliance or breach is identified the Responsible Line Manager must be notified as soon as practically possible.

**CHANGE MANAGEMENT**

Changes to this document shall be managed, reviewed and updated as described in the Document Control Content and Records Management Group Procedure.

## DOCUMENT CONTROL

### Authorities

<b>Approved By</b>	Lead Risk Committee	<b>Approval Date</b>	16/03/2022
<b>Review Frequency</b>	Triennial	<b>Next Review Date</b>	16/03/2025
<b>Owner</b>	Chief Executive Officer	<b>Custodian</b>	Head of Health, Safety and Environment
<b>Division</b>	Operations	<b>Department</b>	Safety and Environment

### Review History

Version	Date	Author	Description of Revision
1.0	05/04/2019	Chief Executive Officer	Final, issued for use, published
1.1	16/03/2022	Chief Executive Officer	Minor phrasing amendments and CEO signature update