

Group Principal Policy: Health and Safety

As part of considering the well-being of our people and for promoting good health, Camellia Group companies (together referred to as the “**Group companies**”) are committed to providing a safe and healthy workplace to protect all employees, contractors, visitors and the public from foreseeable work hazards.

Each Group company’s approach to ensuring safe and healthy workplaces includes the following commitments:

- To consider health and safety as equal in importance to that of any other function of the Group company and its business objectives.
- To be committed to knowing and complying with the applicable legislation of the country in which it operates and following principles of better practice.
- To collaborate and share good practice across the Group and, where practicable, with suppliers on the safety of their operations.
- To work towards improving their safety performance year on year.
- To develop and implement safety risk assessments to minimise and effectively manage hazards.
- All employees and those working on the Group company’s behalf have a responsibility for the health and safety of themselves and others who may be affected by their actions.
- To provide appropriate resources, supervision and training and keep people well informed and consulted on matters affecting their health, safety and well-being.
- To foster a culture where all people, including contractors, are held accountable for fulfilling their health and safety responsibilities.
- To monitor, audit, review and report our health and safety performance to support continual improvement and to be transparent in their performance.
- To promote and implement good occupational health and safety practices in accordance with local applicable laws and regulation.

The operational leadership team at each Group company is responsible for implementing and maintaining effective policies and procedures in order to achieve compliance with this policy. Each Group company has nominated an individual with specific responsibility for health and safety.