

Spooner Industries Ltd is committed to developing and applying effective occupational health and safety systems, standards and practices appropriate to risks associated with its business activities. It is the policy of the Company to ensure the health, safety and welfare of its employees, customers and any other persons that could foreseeably be affected by its business activities.

Spooner Industries Ltd is committed to providing a healthy and safe working environment and supports the following health and safety principles:

- Provide an environment where work related health and safety risks are controlled to prevent injuries and work-related illnesses.
- Comply with all government and regulatory health and safety requirements in all of Spooners areas of operations and to conform to relevant international standards by implementing a programme of continuous improvement.
- Implement and maintain an effective health and safety management programme integral to ongoing business activities which will:
 - Identify, assess, and control risks from known causes of injuries and ill health associated with workplace processes and working environments.
 - Consult and communicate with employees on matters affecting their health and safety.
 - Ensure that all employees, at every level of the organisation, understand and commit to the implementation of Spooner health and safety policies and practices.
 - Develop employee health and safety competency through effective training, supervision, and leadership at all levels within the organisation.
 - Investigate the causes of work-related injuries and ill health and take action to prevent reoccurrence.
 - Ensure that plant machinery and equipment is maintained in a safe condition.
 - Subject health and safety systems, procedures and performance to internal and external audit and validation to accredited ISO standards.
 - Set annual measurable health and safety objectives to ensure continuous improvement and compliance with all standards.

As the Chief Executive Director, I am committed to Spooner Industries Ltd health and safety programme. Responsibility for the successful implementation of this policy belongs to every employee at each level and function in the organisation.

Chief Executive Director
Mr S Clarke



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Date of next review: May 2025

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