

WORKSAFE POLICY STATEMENT

CHAP Group Limited is committed, so far as is reasonably practicable, to providing a WorkSafe Policy which safeguards the health, safety and welfare of all employees, subcontractors, the general public, and any others who may be affected by Company activities or omissions.

The Company recognises that WorkSafe responsibility is a management function equal to any other and shall:

- Promote a positive safety culture by empowering and encouraging all employees and subcontractors to stop work at any time if they consider an activity unsafe, without fear of reprisals, and to be thanked for prioritising safety.
- Ensure that no employee, subcontractor or visitor is exposed to hazards from their own work or the work of others, and that everyone actively looks out for their own safety and the safety of others.
- Nominate members of senior management with overall responsibility for WorkSafe policy implementation, monitoring and support.
- Support any employee or subcontractor refusing to work on health and safety grounds. No disciplinary action, financial penalty or other reprisals will be taken, and full management support will be provided.
- Require that any refusal to work is reported immediately to the senior person on site. The person in charge shall assess the situation, discuss it with the employee, and determine the appropriate course of action.
- Ensure that a suitable and sufficient risk assessment and safe system of work are in place before any task is restarted. If a safe method of work cannot be agreed, the work will not recommence until the Divisional Director or Managing Director provides further instruction.
- Record and report all refusals to work to the Group SHEQ Manager and Managing Director, ensuring that issues are fully addressed before work resumes.
- Promote awareness, training, instruction, and supervision to ensure that all employees understand their responsibility to THINK SAFE, ACT SAFE and BE SAFE, and that safety is a collective responsibility across all levels of the organisation.
- Consult with employees on WorkSafe issues and encourage open, two-way communication to improve workplace safety and prevent incidents.
- Review the WorkSafe Policy regularly to ensure its continued effectiveness, suitability and alignment with organisational safety objectives.
- Communicate the WorkSafe Policy to all employees, subcontractors, visitors, and interested parties, making it available via noticeboards, the Company IT system, and on request.

This WorkSafe Policy shall be communicated to all employees, subcontractors and visitors. It will be displayed on noticeboards and made available via the CHAP Group IT system and Company website and provided to interested parties upon request.

Signed:



H. Craigie
Managing Director