

# Health and Safety Policy

Kalium Lakes Limited places the health, safety and wellbeing of our employees and contractors above all other business considerations.

We strive to create a culture where safety is a core value and every individual takes responsibility for their own actions and will act to stop the unsafe actions of others.

In support of this policy, management accepts the responsibility for the creation of a safe and mentally healthy workplace and the promotion of health and safety awareness and workforce wellbeing among their employees and contractors. We acknowledge and respect that all employees and visitors of the Company have a right to be unharmed. Our policy, procedures, continuous efforts and endeavours are targeted to achieving this goal on an ongoing basis.

Kalium Lakes will comply with all applicable health and safety laws, regulations, standards and company policies as a minimum.

## **To implement this policy we undertake to:**

- implement and maintain a Health Safety Environment and Community Management System (HSECMS) that identifies, assesses and effectively controls health and safety risks at all stages of operations;
- demonstrate and assign leadership and commitment to managers and employees for safety and health performance leading to a safe and healthy workplace;

- establish responsibility and accountability for each employee to apply safe work methods, practices and a proactive health and safety awareness;
- require high health and safety standards and compliance from all contractors and service providers;
- establish measurable objectives and targets which are communicated business wide;
- provide training, instruction and supervision for all employees to perform required work activities;
- continually improve the HSECMS to enhance health and safety performance;
- implement processes to identify, assess and manage hazards;
- document and report incidents, near misses, and illnesses; and
- establish emergency prevention and response processes.

*Approved by the Board – May 2021*