

HEALTH AND SAFETY POLICY STATEMENT

VISION ● At Konings we have a vision of zero harm incidents.

BELIEF ● We believe all workplace fatalities, injuries, and occupational illnesses are preventable, and everyone has the fundamental right to a safe and healthy work environment. We believe everybody should go home every day safe and well to those they care about.

PROMISE ● Our promise is to create an open and transparent culture in which safety is a core value of all of us such that during decision making processes; threats and opportunities related to health, safety and well-being are considered from a position of integrity and expertise and appropriately treated prior to taking actions.



To this end, our mantra is **“Always Safe Never Sorry”**, meaning that everybody in our facilities is empowered to say **“stop”** if they feel that a risk has not been appropriately managed, nobody should look the other way, nobody should be sorry they did not act.

Specifically, we will invest adequate resources to ensure that:

- Rigorous internal and external governance processes are in place to verify that we do what we say and say what we do and as a minimum follow legislation. Our process will include actively monitoring a variety of leading and lagging KPI's. When indicated we will make timely adjustments to our strategies.
- Risk Management processes are in place at all our facilities to identify threats and opportunities, establish the context of the risks and analyse, evaluate, and determine appropriate treatments. When looking to treat risks that pose a threat, we follow the hierarchy of controls to reduce threats to an acceptable level.
- We have a change management process to ensure all permanent, temporary, planned, and unplanned changes are adequately managed.
- There is visible leadership and commitment at all levels in the organization and that our Managers and Supervisors are out on the shop floor observing and discussing safety behaviours and conditions and helping solve issues before they become a problem.
- Task specific and generic training is given to all employees so that they have and exhibit a working knowledge of health and safety, have heightened situational awareness skills and are able to recognize potential hazards.
- We have a behavioural based safety program whereby we engage with, train, and empower employees not only to take responsibility for their own health, safety, and wellbeing but also that of those around them. We will create a culture where employees have the resources to influence and be accountable for their actions, behaviours, performance, and decisions positively and tangibly.
- We have reward and recognition schemes in place for safe behaviours and innovation suggestions that contribute to health and safety performance.
- A high standard of reporting and investigation is in place to determine the root cause and causal factors of near miss incidents and all occupational illnesses, injuries, and other incidents. Learnings and action plans will be communicated in a timely manner throughout the Konings group to prevent recurrence.
- In the event of an occupational illness or injury we will actively support our employees and their families.