

## *Health and Safety Policy*

KOSSCO values its staff and strives to provide a safe working environment. The Company recognises its moral and legal responsibilities under occupational health and safety (OH&S) legislation to provide a safe and healthy work environment.

This commitment means that KOSSCO will:

- Provide a safe and healthy workplace and working conditions for all, including employees, contractors, customers and visitors
- Provide training to enable all employees to work safely.
- Comply with all relevant legislation and industry standards.
- Provide support and assistance to employees.
- Consult with staff and contractors where relevant to enhance the effectiveness of procedures.
- Provide adequate resources to aid employees in fulfilling their responsibilities.
- Conduct investigations into all reported incidents.
- Ensure that appropriate return to work programs are in place.
- Conduct regular reviews and evaluations of the health and safety systems in place.

### *What employees are expected to do*

While at work, all employees – irrespective of their position – will:

- Take reasonable care to ensure good health and safety procedures are implemented at all times.
- Identify and support measures to eliminate or minimize unsafe conditions.
- Assume personal responsibility for their own safety and for co-workers by always operating in a safe and appropriate manner.
- Warn co-workers about defective equipment and other hazards.
- Participate in health and safety training applicable to their work situation.
- Participate in required inspection and monitoring programs.
- Be familiar with the emergency plan, the emergency assembly area and emergency coordinators for their building, and participate in emergency drills



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Chief Executive Officer