

## Safety and Sustainability Policy

At Bis, we are committed to ensuring all of our team go home safely to their families at the end of every shift. This is a value we will not compromise and is integral to the way we plan and conduct our business.

We are committed to continual improvement and aspire to Zero Harm to employees, contractors and visitors, the environment and the communities in which we operate.

Wherever we operate, we will:

- Train and develop our people to be competent, and provide resources to assist them to commit to our values and achieve safety and sustainability goals.
- Ensure our leaders are visible safety and sustainability leaders and role models.
- Establish health and wellbeing programmes to support our people to be fit for work.
- Communicate openly on all aspects of safety and sustainability and actively learn from our people and their experiences.
- Identify, assess and actively manage risks.
- Establish and achieve targets that support our vision of Zero Harm to people, the environment and our communities.
- Actively support our people should they experience a workplace injury or illness.
- Comply with all legal and regulatory requirements.
- Always strive to achieve leading practice in safety and sustainability.

We will communicate the requirements of this policy to all personnel including key stakeholders.

A handwritten signature in black ink, appearing to read 'BR', is positioned above the name of the signatory.

**Brad Rogers**  
Chief Executive and Managing Director  
Bis Industries

March 2019

# ZERØHARM