

SAFETY, HEALTH AND ENVIRONMENT

Policy Number: SHE-GBL-POL-SMS-0001

Scope of Application: Ixom Pty Ltd

Revision: 4.1

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Document Owner: Chief Officer SH&E

Safety, Health and Environment Policy

The logo for IXOM, consisting of the letters 'IXOM' in a bold, black, sans-serif font, positioned in the upper right corner of the teal header.

OUR VALUES

At Ixom we do things safely and with integrity.

OUR COMMITMENT

We will manage all our activities with concern for the safety and wellbeing of our staff and members of the public who may be affected by Ixom's activities, and for the protection of the environment.

OUR ACTIONS

We will:

- Strive to ensure Ixom's facilities operate to high standards to protect our workers and the communities and environment that may be impacted by Ixom's activities.
- Build a culture that enables strong leadership and empowers Ixom workers to stop work if it is not able to be done safely.
- Seek to use our resources in an efficient and responsible manner and minimise waste and the environmental footprint of our activities.
- Ensure SH&E risks are identified, eliminated or controlled and actively monitored across all our operations.
- Sell only those products that can be produced, transported, stored used and disposed of safely.
- Provide appropriate information and/or training on the safe use and disposal of our products to our customers and consumers.
- Seek to develop new or improved products and processes to enhance the contribution we make to our customers, and to minimise the impact of those products on the environment.
- Support worker participation in SH&E activities and ensure all workers are competent and capable to perform their job.
- Encourage worker initiatives that contribute to a safer and improved environment at work, at home and in the communities in which we operate.
- Strive to continuously improve our SH&E management system and practices by seeking feedback from our people, industry and broader stakeholder groups.
- Set challenging targets and measure progress to ensure we continuously improve our safety, health and environmental performance.
- Strive to comply with all applicable laws, regulations, internal policies and contractual obligations as a minimum standard.
- Communicate openly about our activities and report progress on our safety, health and environment performance where appropriate.

David Head

Managing Director and CEO

Date: 19th July 2021

This Policy will be reviewed at least two yearly