

## Company Policy for Health, Safety, Wellbeing and the Environment (HSWE)

### POLICY

At Scott Technology Group of Companies, people are at the core of our business. We are committed to creating a culture where safety and wellbeing is paramount in everything we do. We encourage a positive environment that is free from harm, where our people thrive, feel cared for, and look after each other.

It is the intention of Scott to strive for excellence in the management of a safe and healthy environment for all employees, contractors and visitors, and visitors to our premises, and at workplaces where our employees are required to work that are not directly under our control. This also extends to our customers, by supplying them with safe to use equipment. All Scott employees are required to comply with all relevant health & safety legislation, standards and codes of practice as required by the applicable laws and regulations relevant to their country, state or territory.

Safety is everyone's responsibility and all people within Scott must take reasonable care for their own, and others, safety and health and comply with Scott's 6 Safety & Wellbeing Expectations.

The following provides the framework for setting of Health, Safety, Wellbeing and Environmental objectives:

- Management commits to and supports consultation and participation of employees and employees' representatives with regards to health & safety issues on a regular basis.
- Promote awareness of key healthy issues for employees, including their emotional wellbeing and encourage employees to provide feedback for health and wellbeing initiatives.
- Management commits and encourages injury prevention initiatives, early reporting of injury, pain and discomfort and the safe and early return to work of injured staff.
- Staff must aid by reporting dangerous situations or behaviour to allow implementation of preventive measures by management.
- We strive to identify risk and eliminate hazards where possible and practical, and utilize the hierarchy of control to reduce risk, prevent personal injury; material damage and environmental impact.
- All equipment is maintained in a serviceable state and any defect or fault needs to be reported immediately.
- The work environment is continuously monitored to control chemical and physical agents at acceptable safe levels.
- Management must ensure the accurate recording and reporting of all Health & Safety information, including workplace incidents and injuries.
- All staff are provided with necessary instructions and appropriate training.
- All reasonable practicable steps are taken to ensure the safety of staff and others.
- All parts of the operation are examined closely for their impact to the environment and continuous improvement activities included in management plans.

As an officer, I accept my responsibility for health, safety, wellbeing and environmental care at Scott and I ask all staff to commit to the process as we go about our daily work.

This Health, Safety, Wellbeing and Environmental Policy shall be reviewed every year.

**John Kippenberger**  
CEO

### DOCUMENT CONTROL:

Approvers:	John Kippenberger - Chief Executive Officer
Reviewer:	Werner Conradie - Group Manager – Safety & Wellbeing
Ownership:	Chief Executive Officer
Review:	Annual
Last Review:	June 2022
Next Review:	June 2023