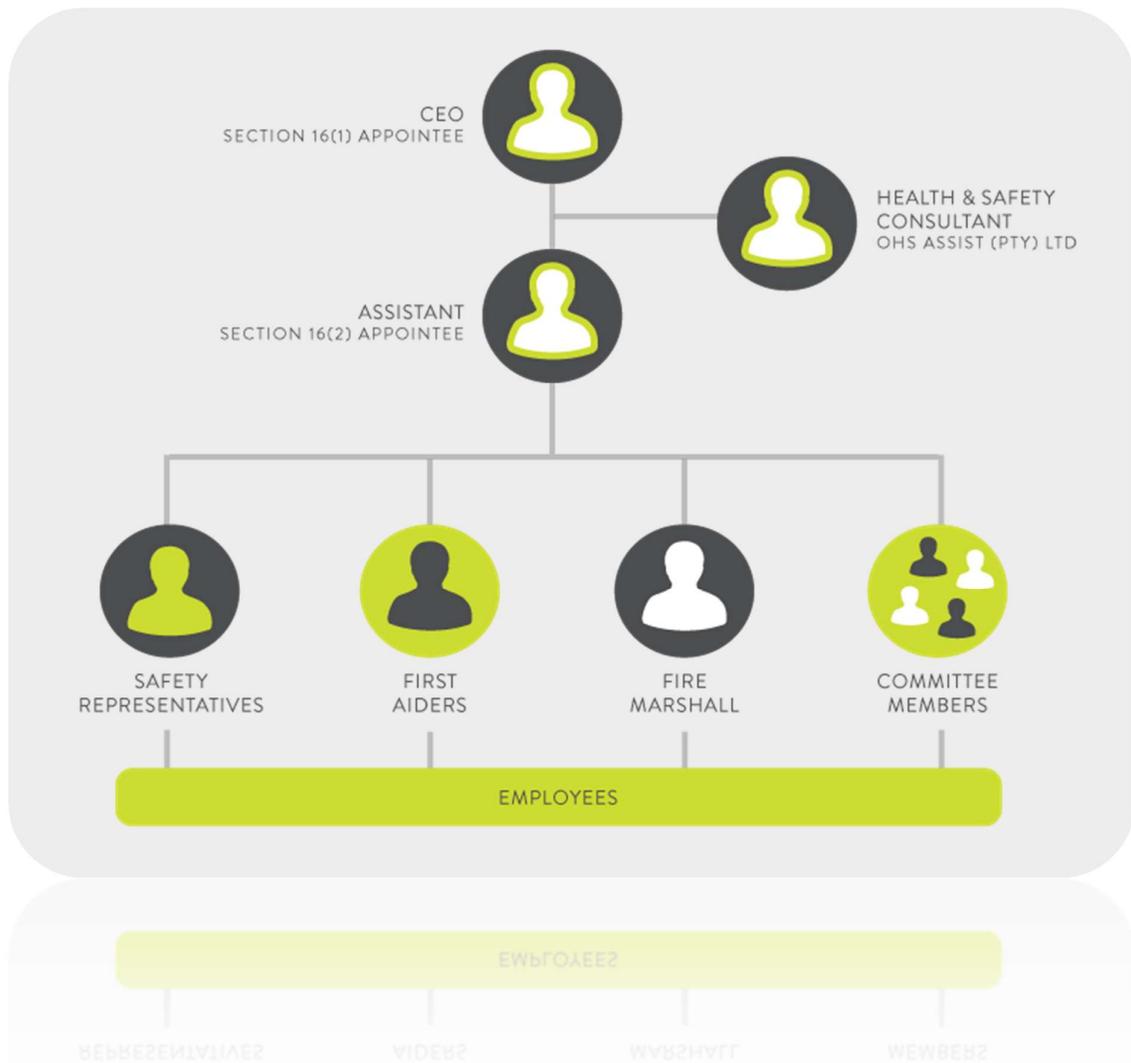




Health & Safety
Policy 2018

Structure



Company Safety Vision

We are committed to making our company a leader in health and safety by achieving healthy lifestyles and injury-free workplaces.

We affirm that:

- We hold health and safety among the **highest of our values**.
- Health and safety remains **everyone's responsibility**.
- All accidents and injuries are **preventable**.
- All employees understand the value of leading an **active, healthy lifestyle**.
- Health and safety metrics are **key indicators** of organisational excellence.
- By our employees and their families attaining healthy and safe lifestyles, we create a **competitive advantage** for the company.
- We must consider health and safety in every decision we make and in every activity we perform.
- We care about the health and safety of our fellow employees, their families, their communities, our customers, contractors and visitors.

Health, Safety & Environmental Statement

Our company strives to ensure that the health, safety and environmental standards are achieved and maintained to the highest levels.

- Our company aims to ensure that its employees are exposed, as far as is reasonably practical, to minimum risk; and that the environments operated in are affected minimally, whilst maintaining acceptable standards.

- **C3 Food Services will strive to maintain the highest standards possible including:**
 - Develop and maintain a Health, Safety and Environmental Management System (HSMS) throughout the organisation which will ensure that a high level of legal compliance is achieved and that, where necessary, best practices are followed to enhance this management system.
 - Carry out a regular audit of the HSMS against an established audit protocol ensuring, where implemented, a compliance level of at least 85% is achieved.
 - Implement a risk identification programme which will ensure that when a project is started, all the risks are identified and that risk assessments are carried out on a regular basis following commencement of the project. All work carried out must be assessed and monitored on a monthly basis.
 - Implement precautionary measures as identified in terms of the risk assessments carried out.
 - Ensure that precautionary measures are effective and have been developed to ensure that the identified risks are either removed, reduced, or if impossible to remove, that they are managed accordingly.
 - Ensure that incidents are reduced and that employees, residents and the environment are minimally effected.
 - A lost time incident rate of zero must be achieved. Environmental incidents must be reduced so as not to exceed one per month per operation.
 - Undertake all activities in such a manner that they will not undermine or cause conflict with other health, safety and environmental principles and objectives.

- Ensure that finances are allocated to manage health, safety and environmental requirements in the most cost effective manner possible.
- The policy must be reviewed by management and the health and safety committee annually.
- Policies and procedures to enhance this policy and the HSMS must be developed and implemented throughout the organisation.
- Continuous improvement in respect to health, safety and the environment must be maintained at all times.
- The contents and intent of this policy must be communicated to all employees and interested parties on a regular basis.

Code of Conduct

To implement its Charter of Corporate Responsibility, the company will:

1. Obey the law and conduct business in accordance with the company's Code of Business Ethics;
2. Ensure that no discriminatory conduct is permitted in the workplace. Decisions on job selection, advancements and promotions will be unbiased and awarded based on merit, ability, and in keeping with commitments to local communities;
3. Foster open and respectful dialogue with all communities of interest;
4. Respect the rights and recognise the aspirations of people affected by our activities;
5. Support local communities and their sustainability, through development programmes, the sourcing and procurement of local goods and services, as well as the employment of local people;
6. Continually improve health, safety and environmental policies, management systems and controls - ensuring they are fully integrated into every company activity;
7. Promote a culture of safety and recognise safety as a value;
8. Continually reinforce company-wide efforts to achieve a zero target for health and safety incidents;
9. Ensure programmes that address workplace hazards are applied and monitor and protect worker health and safety;
10. Conduct operations in a sound environmental manner, seeking to continually improve performance;
11. Integrate biodiversity conservation considerations through all stages of business and production activities;
12. Design and operate for closure;
13. Promote the efficient use of energy and material resources in all aspects of business;
14. Practice product stewardship and promote research to enhance the benefits of products to society;
15. Conduct regular audits and risk assessments to ensure compliance with this code.

SIGNED: 

DATE: 25 / 04 / 2018