

MINOVA SHES POLICY



Together, we are committed to managing our operations and associated activities in a safe, secure and sustainable manner. We **care for the environment** as well as the **health and safety of our people, customers, and our communities**.

Safety, Health, Environment and Security (SHES) are essential to our business success and are foundational to **Our Charter**.

Personal ownership through visible and felt leadership and individual responsibility at all levels is essential to our success.

OUR SAFETY, HEALTH, ENVIRONMENT AND SECURITY COMMITMENT

- ▶ We drive behaviors which demonstrate a strong commitment to SHES and we empower our people to stop unsafe work when key controls are not in place.
- ▶ We always promote and protect our people's health and wellbeing and manage fitness for work.
- ▶ We minimise adverse impacts of our operations on the environment and effectively engage with our local communities.
- ▶ We protect our people and secure our products, assets and workplaces.
- ▶ We develop, maintain, implement and review a robust SHES management system.
- ▶ We communicate, consult, and actively engage with our people in the identification, assessment, control and verification of risks, leveraging the hierarchy of controls.
- ▶ We comply with all relevant SHES legislation and implement a robust assurance framework to monitor ongoing compliance.
- ▶ We provide relevant training, instruction and supervision to all who carry out work in our business.
- ▶ We report, investigate, analyse and take action to prevent recurrence of SHES events.
- ▶ We maintain SHES metrics, analyse and report on performance to support timely and proactive business decisions.
- ▶ We are committed to continuously improving our SHES performance through monitoring, reviewing and reporting and develop objectives, targets and programs to drive improvements.
- ▶ We create and maximise opportunities to learn and share SHES knowledge within Minova, the community and industry.

WE DO ALL THIS, BECAUSE WE CARE AND AT MINOVA THESE ARE THE CORE FUNDAMENTALS TO OUR ORGANIZATION AND OUR PEOPLE.

A handwritten signature in white ink that reads "H. Pelham".

Hugh Pelham

President - Minova Global
Minova International Ltd
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