



Health and Safety Policy

CalaChem considers that none of its activities are as important as the health and safety of its employees, contractors and the general public. The company will take all reasonably practical steps to ensure the health, safety and welfare at work of all employees.

To achieve our Health and Safety policy we will adhere to the following principles:

- All employees, contractors and visitors to the site accept responsibility for their own health and safety and the safety of others
- Employees will be provided with suitable training, equipment and instructions to ensure their competencies in carrying out their roles
- Through hazard identification and risk assessment appropriate risk control measures will be in place for all activities
- Compliance with all relevant legal and other requirements related to the sites health and safety risks
- Continuous health and safety performance improvement will be achieved by
 - supporting a Safety Culture which promotes employee engagement
 - the effective investigation of accidents and incidents
 - active discussion of health and safety issues through local and Site safety committees
 - the identification and monitoring of safety performance indicators
- Regular communication of Health and Safety performance to our employees and contractors
- The Health and Safety policy will be reviewed annually or at the time of any significant change

A handwritten signature in black ink that reads "N K Partlett".

Neil Partlett
Managing Director
CalaChem Ltd