

OBJECTIVE

The objectives of this policy are:

- The Silcar organisation and workplaces free of work related injury or illness
- A caring and mindful Silcar safety culture.

GUIDING PRINCIPLES

The health and safety of people is the primary consideration in all of Silcar's activities. Without exception, no activity is to be attempted by Silcar people unless it can be done safely. Silcar's approach is based on cultivating a caring and mindful organisation in which we all personally care for the safety of people and are mindful that a failure is waiting to happen.

Silcar is determined to achieve our safety vision of –

People, Workplaces, Communities - Safety without exception.

Silcar achieves the objectives of this policy through the following practices:

○ Personal responsibility for safety

Each person working with Silcar has a responsibility for safety in their area of work, and behaving in a manner that is caring and mindful of the safety of our people, our workplaces and our communities.

○ Relentless commitment to safety

Commitment to safety is exhibited through leaders setting high standards and leading by example, consultation and engagement with Silcar people and external stakeholders. This is backed with active support and persistent reinforcement of high safety standards.

○ Consistent and fair approach

Each person working with Silcar can expect to be treated fairly. A consistent and rigorous approach is applied to recognition and consequences for safe and unsafe behaviour.

○ Risks understood and managed

Each individual has an important role in identifying hazards and controlling the risks associated with them. This mindfulness is backed with a systematic approach to identifying, assessing and controlling risks.

○ Resources to achieve safety objectives

The knowledge, organisation, tools, systems, resources and training required to achieve safety objectives are made available.

○ Continuous assessment and review

Health and Safety Plans contain agreed objectives that define better future conditions and measures that indicate progress toward accomplishing the objectives. Regular reporting, review and audits provide evidence that the controls are in place and the required work is being done.

Silcar Managers are responsible for ensuring that their area of control complies with agreed standards, codes of practice and legal requirements. They must ensure that an effective Health and Safety Plan that addresses the risks in their area of control is prepared, approved and implemented, and the people working there comply with the requirements of this policy and the plan.

Specific safety requirements and responsibilities are set out in Health and Safety Plans and other Silcar Management System documents.



Bernie Cooper
Chief Executive Officer