Health and Safety Policy

1. Purpose

Chalice recognises that employee and contractor health and safety lie at the core of our business. Maintaining high health and safety performance requires the right mindsets and behaviours, which together with our systems contribute to a strong safety culture.

Our primary aim is to remove or reduce the risks to health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by our business operations including community members.

2. Scope

This policy is applicable to all Chalice employees, contractors, suppliers and visitors across all Company controlled work sites. Complete and consistent implementation of this policy and its supporting standards and procedures will be verified through regular internal or external audit and review.

Each person at Chalice has a duty of care to ensure they work in a manner which complies with the Company's policies and procedures, and that they act in a manner that reflects our Code of Conduct and Core Values.

3. Commitments

We are committed to:

- Consulting with our employees, contractors, and other duty holders as necessary, on relevant hazards and risk, and how to control them.
- Implementing policies, systems, and procedures that assist with hazard identification, risk assessment and control, to ensure a safe system of work and mitigate the risk of health and safety incidents.
- Integrating health and safety risk assessment into our decision making and operational activities.
- Ensuring our workforce is fit and ready for work and that all staff and contractors adhere to our fitness for work and alcohol and drug procedures.
- Providing information, instruction, training, and supervision of all employees and contractors to ensure they understand their health and safety responsibilities and to enable them to perform their duties safely.
- Maintaining a culture in which everybody feels empowered to speak up and intervene on health and safety issues.
- Ensuring all duty holders, inclusive of managers, supervisors, and workers, are authorised and accountable for taking remedial action in the event of a health and safety issue arising within their control or influence.
- Complying with all applicable health and safety laws and other legal requirements placed upon the organisation.
- Applying a programmatic approach to regularly audit, monitor and review health and safety performance and identify opportunities for continual improvement.

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