

	Occupational Health and Safety Policy	<i>Creation date:</i> 15/11/2015
		<i>Review date:</i> 04/02/2020
		<i>Communicated:</i> 28/02/2020
		<i>Version:</i> 003
		<i>Company:</i> Goldtree Ltd
		<i>Confidentiality:</i> Internal
		<i>Archiving</i> HSE Department
		SUSTAINABILITY DEPARTMENT

Goldtree SL Ltd, as an employer, is committed to providing a safe working environment for all its employees and taking all reasonable steps within its power to ensure the safety, health and welfare of all persons, including visitors and subcontractors, affected by company operations.

Goldtree will ensure, as much as reasonably possible, that all premises, installations and equipment within its premises are safe and without risk to the health and safety of its employees.

In pursuance of this policy, Goldtree is committed to:

- Complying with all applicable laws and relevant occupational health and safety requirements
- Ensuring sufficient information, instruction, training and supervision are given to employees to enable them to avoid hazards and to contribute positively to their own health and safety at work
- Actively support consultation with employees on all matters affecting their health and safety through the implementation of HSE committee. In turn, employees must take personal responsibility and take reasonable care to ensure their own safety and that of their colleagues. In addition, all employees are expected to contribute towards the company's objectives by identifying and eliminating, or minimising, risks as far as is reasonably practicable.
- Protecting employees by minimizing occupational risks through the provision of adequate personal protective equipment (PPE).
- To make compulsory: work clothes, safety shoes, wearing helmets and earplugs in all its factories
- Instituting general risk assessment procedures in order to identify all relevant hazards and prioritize them for remedial action.
- Ensuring appropriate preventive and protective measures are implemented and maintained to reduce risks to an acceptable level on all sites and for affected local residents.
- Ensuring that the necessary resources are available for their implementation and regularly monitor progress.
- Management at all levels of the company are responsible for the occupational health and safety of their direct reports.
- Providing health coverage including compensation in case of work-related accident.
- Performing investigations of all incidents that have or could have resulted in serious personal injury or damage to property and acting to prevent reoccurrence.
- Develop, design, operate and maintain facilities and processes that are safe and without risk to health, according to the Company's risk assessments.
- The company will develop, implement and maintain systems that will establish appropriate standards of occupational health and safety and ensure compliance with these standards through regular monitoring and auditing programmes.
- The company will set annual improvement objectives and targets, and review these to ensure they are being met.

Date of approval: January 2020

Signed: Pieter Van Dessel

General Manager Goldtree SL Ltd

