

HEALTH, SAFETY AND ENVIRONMENT POLICY

Our mission is to safely handle every tonne with pride and cost focus in order to support the success of our customers.

GOALS AND EXPECTATIONS

WICET will:

- aim to have zero incidents that harm people or put the community within which WICET operates at risk;
- comply with all applicable laws, regulations, codes of practice, and approvals;
- demonstrate commitment to a sustainable future, health, safety and the environment through visible leadership and commitment to HSE obligations and KPIs;
- develop a positive health and safety culture by promoting awareness of HSE matters;
- limit the exposure to occupational hygiene risks and illnesses of all people working at WICET;
- use leading practice HSE principles to achieve performance improvement;
- limit operational environmental impacts through the efficient and sustainable use of resources and materials;
- use sustainable and environmentally effective industry methods and technologies; and
- respect cultural heritage and historical links to the land.

PRINCIPLES

WICET's principles are to:

- comply with legislative and approval requirements;
- ensure, so far as is reasonably practicable, the health and safety of all people working at or entering WICET;
- take appropriate measures to ensure that the health and safety of others is not put at risk as a result of WICET's operations and if not reasonably practicable to eliminate those risks, to minimise those risks so far as is reasonably practicable;
- treat HSE management as a core requirement in WICET's work and decision making;
- treat protection and preservation as the best forms of environmental management;
- manage risk by implementing programs to identify, assess, monitor and control hazards and risks;
- investigate and report on all incidents, without delay, ensuring corrective actions are identified and efficiently implemented; and
- collaborate, consult, and communicate internally and externally with all key stakeholders for HSE matters.

IMPLEMENTATION

WICET will achieve this by:

- requiring all WICET Employees, Contractors and consultants to take action to prevent harm at WICET;
- developing and maintaining a HSE system for the implementation of this policy;
- ensuring that all WICET Employees, Contractors and consultants are competent to safely perform all work tasks;
- providing training to ensure work practices are safe and environmentally sustainable;
- providing and maintaining adequate equipment, facilities and plant;
- developing and maintaining agreed HSE targets for the business and individuals directed at achieving safe and environmentally sustainable outcomes, including allocating appropriate resources and undertaking regular reporting and review of performance against those targets;
- pursuing performance improvement including regular review of HSE training and HSE system;

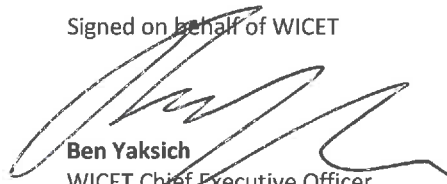
auditing, monitoring and reviewing HSE performance to agreed targets; and regular reporting to relevant stakeholders who have a HSE duty.

RESPONSIBILITY AND ACCOUNTABILITY

The Chief Executive Officer is responsible for the implementation of this policy and is accountable to the Board for ensuring WICET remains safe and environmentally sound through the use of monitoring and reporting systems.

All Employees, Contractors and consultants working at WICET have a responsibility to adhere to this Policy and all relevant procedures and processes, undertake their duties diligently and to work safely and care for the health and safety of themselves and others using their skills and the training and resources (including equipment) provided to them.

Signed on behalf of WICET



Ben Yaksich
WICET Chief Executive Officer
February 2020