OUR POLICIES

SAFETY, HEALTH AND WELLBEING

Black Cat Syndicate Limited **("Black Cat**" or "**the Company**") is committed to providing an accident and injury free workplace and to protecting the health and wellbeing of its personnel.

This commitment is endorsed by our Board and the leadership team. It is the responsibility of all personnel to identify, eliminate and/or control workplace safety, health and wellbeing risks and hazards.

Black Cat will take reasonable and practical steps to meet this commitment through the implementation of a management system and processes focused on:

- Operating in accordance with health and safety laws.
- Ensuring all personnel are aware of their health, safety, and wellbeing responsibilities and that they take care to avoid adversely affecting their own or others safety and health at work.
- Empowering all personnel to stop work immediately if a task is perceived to be unsafe and may require further risk mitigation.
- Identifying, eliminating, and managing health, safety, and wellbeing risks to a level as low as reasonably practicable.
- Establishing measurable objectives and targets that drive accountability and focus activities on key risk areas to reduce potential harm and to optimise health and wellbeing.
- Providing the necessary training, education, equipment, resources, supervision, and information to ensure a healthy and safe working environment.
- Ensuring a free confidential counselling service is made available to all employees and immediate family members to assist with personal or work-related difficulties.
- Ensuring the workplace is free from illicit drugs and alcohol and with a process in place to manage the use of medications that may impair and adversely affect the capacity of a person to work safely.
- Maintaining a positive safety culture through promoting open communication and active participation on health, safety and wellbeing matters to encourage personal involvement and positive attitudes towards health and safety.
- Supporting the rehabilitation and return to work of personnel following work related illness or injury, at the earliest and safest opportunity through commitment to rehabilitation, provision of alternative work where possible, encouragement and support.
- Ensuring crisis and emergency response plans are in place and effective.
- Monitoring, reviewing, and improving our health, safety and wellbeing management systems and performance.

The commitment in this policy is underpinned by Black Cat's responsible operating framework that is integral to all aspects of our business.

This policy should be followed by all Black Cat personnel including employees, contractors, suppliers and visitors.

Paul Chapman
Chairperson

James Bruce
Managing Director