

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Policy Type:	Occupational Health and Safety
Authorised by:	Managing Director
Responsible Officer:	Group Manager
Adopted/ Approved:	22/04/2025

### POLICY STATEMENT

Sniffers Group aspires to be a leader in Occupational Health & Safety (OH & S) performance. Driven by our general Business Principles and Company Values, OH & S is integral to the way we conduct our business and must be incorporated into every aspect of our work.

### AIMS AND OBJECTIVES

We care for people. A safe and healthy working environment will be provided to each Employee, Contractor and Visitor. Through consistent and continuing efforts, incidents and occupational illnesses can be prevented. Management involvement is crucial in driving a proactive health and safety culture at all locations where Employees, Contractors and Visitors conduct business activities on behalf of Sniffers Group. Within Sniffers Group, we all share the responsibility to achieve the highest standards of OH & S performance and we will all strive to provide the highest standards of protection to our colleagues and those for whom we are responsible.

Sniffers Group is passionate about maintaining a safe and healthy work environment for its Employees, Contractors and Visitors, and therefore, is committed to:

- Becoming a leader in OHS performance and making OH & S a core value of everything we do;
- Providing a positive Safety Culture in which every Employee, Contractor and Visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OH & S related issue;
- Having a risk-based process in place for the identification, classification, prioritization and control of hazards and risks;
- Providing all Employees, Contractors and Visitors with relevant information, operational controls and regular training on OH & S requirements to enable them to conduct their activities safely;
- Consulting and collaborating with Employees and/or their representatives and other stakeholders on OHS matters;
- Implementing effective approaches to protect people from safety and health risks;
- Being fully transparent in the periodic reporting on OH & S performance;
- Establishing OH & S Objectives and Targets in alignment with industry best practice and Sniffers Group learnings from the Internal Continual Improvement process. Objectives and Targets are set at relevant functions within the organisation and monitored and reviewed by Top Management;
- Meeting or exceeding all applicable Legal and other requirements;
- Complying with the requirements of ISO 45001:2018.

Sniffers Group recognises that there is no task so important that it releases the Company, it's Managers or Workers from their responsibility to ensure a safe working environment.

This Policy is available/communicated to all interested parties as well as being made available to the wider community through publication on our Website and at our Head Office.



Stephen Orchard  
Managing Director

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