

HEALTH AND SAFETY POLICY

Owner: Group HSE Advisor
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Purpose

This Policy states Vector's overarching commitments and requirements for health and safety. Vector will conduct its business activities in such a way as to protect the health and safety of all our people, contractors, the public and visitors in our work environment.

Vector is committed to continual and progressive improvement in our health and safety performance. Management will provide sufficient, competent resources and effective systems at all levels of the organisation to fulfil this commitment.

Vector requires its contractors to manage their employees and work for Vector in line with this Policy.

Our Policy is to:

- a) Provide a safe and healthy work place for all our people, contractors, the public and visitors.
- b) Ensure health and safety considerations are part of all business decisions.
- c) Monitor and continuously improve our health and safety performance.
- d) Communicate with our people, contractors, customers, and stakeholders on health and safety matters.
- e) Operate in a manner that minimises health and safety hazards.
- f) Encourage safe and healthy lifestyles, both at work and at home.

To achieve this we will:

- a) As a minimum, meet all relevant legislation, standards and codes of practice for the management of health and safety.
- b) Identify, assess and control workplace hazards.
- c) Accurately report, record and learn from all incidents and near misses.
- d) Establish health and safety goals at all levels within the Company, and regularly monitor and review the effectiveness of our Health and Safety Management System.
- e) Consult, support and encourage participation from our people on issues that have the potential to affect their health and safety.
- f) Promote our leaders', employees' and contractors' understanding of their health, safety responsibilities relevant to their roles.
- g) Provide information and advice on the safe and responsible use of our products and services.
- h) Suspend activities if safety would be compromised.
- i) Take all practicable steps to ensure our contractors work in line with this policy.

All Vector employees and contractors working for Vector are responsible for:

Ensuring their own and other's safety by adhering to safe work practices, making appropriate use of plant and equipment (including protective clothing and equipment) and promptly reporting incidents, near misses and hazards.

A handwritten signature in black ink, appearing to read "Simon Mackenzie".

Simon Mackenzie
CEO Vector Limited