



Health and Safety Policy

Policy Statement

Management at Callidus Group clearly recognise the importance of providing all employees and persons who may be affected by the operation of the organisation with a safe and healthy environment. Our business objective is to sustain on an ongoing basis a zero-accident rate. To achieve this objective, management is committed to provide all appropriate resources, and an Occupational Health and Safety Management System that contains the necessary tools and procedures to facilitate the success of this business objective.

The Acts and Regulations in the country in which we work, impose statutory duties on employers. To enable these statutory duties to be carried out, it is the policy of this organisation, so far as is reasonably practicable, to ensure that responsibilities for health and safety are properly assigned, accepted and fulfilled at all levels of our organisation that all practical steps are taken to safeguard the safety and health of all employees and visitors to the premises or operations under our control.

Callidus will at all times undertake the following activities:

- a) Comply with all legislation requirements of the relevant governments, codes of practice, clients, and appropriate industry standards
- b) Establish measurable objectives and targets at all relevant functions and levels to ensure continued improvement aimed at eliminating work-related injury and illness. Objectives and plans to achieve them will be maintained and documented within the Management System.
- c) Provide and maintain specific safety and health systems that are designed to identify, assess and control hazards and risks associated with company activities. Where practicable identified hazards and risks will be eliminated, if however, elimination is not a reasonable option then other appropriate control methods will be used
- d) Provide a forum that actively promotes consultation and involvement of all employees in the achievement of the companies OHS objectives
- e) Provide training, education, information, and work instruction to enable employees and management to perform their work in a safe and healthy manner

Further to the above Callidus will :

- a) Hold accountable all management, line supervisors and employees for the safe and healthful operation of Callidus' activities

- b) Ensure that all contractors and subcontractors engaged by Callidus will comply with this policy, health and safety system requirements, rules, legislation or any other such protocol deemed necessary during their engagement

Callidus management is committed to applying this policy within the legislative requirements of the relevant governments, clients and industry standards and will ensure

- a) The provision of maintenance of plant and systems of work are safe and without risks to safety or health controlled using the Hierarchy of Controls method.
- b) Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
- c) Adequate information is available with respect to articles and substances for use at work.
- d) Employees are provided with such information, instruction, training and supervision as is reasonably necessary to secure their health and safety.
- e) Maintenance of all plant, machinery and equipment is safe, not only to employees and subcontractors, but to any person who may be affected with regard to any premises or operation under our control.
- f) The working environment of all employees is safe and without risks to health.
- g) The Safety and Health Policy is revised and updated as and when necessary by the company's Management. Communication of any such changes will be made to all employees.

It shall be the duty of all employees at work

- a) to take reasonable care for their own safety and that of others at work.
- b) to accept responsibility in the course of performing their own work to:-
 - Use protective equipment correctly and in accordance with Safety, Health and Welfare procedures.
 - Obey all reasonable instruction from their supervisors issued to protect their own personal safety, Health and Welfare and that of others.

- Report any safety hazards to Supervisors in regard to working conditions or methods.
- Report any accident or injury which arises in the course of their work.
- Keep work areas in a safe working condition (good housekeeping).
- Not interfere with, remove, or displace any safety guards, safety devices or protective equipment unless it is a part of an approved maintenance or repair procedure.
- Ensure that they are not, by the consumption of alcohol or a drug, in such a state to endanger their safety or that of others.

Contractors / Visitors / Volunteers / Work Experience Students, etc.

Persons not being Employees are required to:

- a) abide by all the company's rules and Policies.
- b) comply with Safety, Health and Welfare related instructions, advice and directives issued by supervising employees.

This Company is committed to encouraging consultation and cooperation between Management and Employees on Safety, Health and Welfare with the aim of improving occupational health and safety performance.

NOTE.

Should an Employee fail to comply with the Work Health, Safety and Welfare policy of the Company or the Safety standards and practices it will be considered gross misconduct and can be the grounds for instant dismissal.

Authorised by

Signature:

A handwritten signature in black ink, appearing to read "E. Pepper".

Name: Ed Pepper

Position: Chief Executive Officer

Date:

7/2/2022