

## GROUP SAFETY POLICY

---

BWX Limited (BWXLTD) believes the health, safety and wellness of its employees, contractors, visitors and any person (our people) engaged by the business is of prime importance to the success of its business operations. We recognise that all our people are entitled to and responsible for contributing to the development of a safe and healthy work environment.

Wellness is one of our company values and we prioritise the physical and mental wellbeing of our people. We also promote a healthy and safe working environment to prevent injury, illness and impairment.

We are firmly committed to a Group Safety policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the wellness, health, safety and welfare of our people, and anyone else who may be affected by our operations.

### Commitment

We are committed to conducting our business operations in a safe and productive manner that will not hurt people or endanger life. We embrace the principal of **BeXtra Safe** as our key objective.

In support of this commitment we will:

- Provide and maintain a safe working environment, safe systems of work and ensure plant and substances are in a safe condition;
- Provide facilities for the health and wellbeing of our people, including mental health;
- Provide information, instruction, training and supervision that is reasonably necessary to ensure our people are safe from injury and risks to health and wellbeing;
- Establish measurable objectives and targets for health and safety to ensure continuous improvement aimed at elimination of work-related illness and injury;
- Comply with all appropriate laws and regulations related to workplace health and safety in all areas of our business and applicable Codes of Practice and Standards as far as possible;
- Continually review all aspects of our business operations for the purpose of enhancing safety, health and wellness standards over and above any legal requirements;
- Encourage and expect the participation of all our people in the development, enhancement and continuous improvement of our occupational health and safety programs;
- Work to eliminate hazards or reduce safety risks so far as is reasonably practicable;
- Ensure consultation and participation of workers in the managing of safety risk at the workplace.

Our people have a responsibility to work safely and to:

- Commit that safety, health and wellness is everyone's responsibility;
- Prioritise care of the health, safety and wellness of themselves and others;
- Follow nominated safe working procedures and practices, with the intent of avoiding injury to themselves or others and damage to plant and/or equipment;
- Ensure you are fit for work, and do not come to work under the influence of drugs and/or alcohol or fatigued;
- Wear required personal protective equipment and clothing when necessary;
- Stop work if they feel the workplace, work area or work method is unsafe and do not proceed until they feel it is safe;
- Care for their safety as well as the safety, health and wellness of others; and
- Immediately report all known or observed hazards, accidents, incidents and near misses to the appropriate person.

### Application of this policy

We seek the co-operation of all our people to apply this policy. We encourage suggestions for realising our health, safety and wellness objectives to create a safe working environment. This policy applies to all business operations, including situations where our people are required to work, volunteer and/or represent our Company off-site.

### Review and changes to this policy

The policy will be periodically reviewed to check that it is operating effectively. The content of this Policy may change from time to time as approved by the Board. The policy is available on BWXLTD's website <http://bwxltd.com/>. This Policy was approved by the Board on 29 April 2021

---



**Dave Fenlon**  
Chief Executive Officer

29 April 2021

**Date**