

WORK HEALTH AND SAFETY POLICY



1. POLICY

SCA has no tolerance for harm, either physical or psychological, to our employees or other people because of SCA's operations. SCA actively manages workplace health and safety risks to eliminate the risk of harm and, if harm occurs, to minimise it and improve the management of similar risks in the future.

The Board expects SCA management will ensure SCA:

- complies with applicable health and safety regulation in all locations in which SCA operates
- provides safe and healthy working conditions for the prevention of work-related injury or illness including safe systems of work and safe plant and equipment
- provides employees with adequate information, instruction, training, and supervision to ensure that they can perform their jobs in a safe manner
- provides contractors and suppliers with information, instruction, training, and supervision on the risks, hazards and impacts of their activities at SCA
- consults with employees, contractors, suppliers and other stakeholders on health and safety matters
- encourages and supports employees, contractors, and suppliers to:
 - take care of their own health and safety and that of others
 - comply with safety-related policies and procedures
 - report safety-related hazards, incidents, and near misses
- investigates, reports, and manages safety-related hazards, incidents and near misses
- supports effective rehabilitation of employees who suffer work-related injury or illness
- monitors and reports regularly to the Board on performance against health and safety objectives and targets
- continually reviews and improves safety management systems and performance.

2. REVIEW

The Board will review this policy at least every two years to ensure it remains relevant and appropriate to SCA.

Most recently reviewed: 16 August 2023.