



## Health Safety and Environment Policy

### Purpose:

The BSA Group of Companies and its Subsidiaries are committed to protecting the health and safety of all persons within our workplace including employees, contractors and visitors. BSA ensures that our activities have minimal impact on the environment and that we benefit the greater community through our belief that all incidents (Health, Safety and Environmental) can be prevented. This Policy supports and is supported by the BSA Code of Conduct and is part of the BSA Group Business Process Framework.

### Approach:

BSA seeks to achieve this purpose through:

- Compliance with all relevant HSE legal and regulatory requirements, the Code of Conduct, Company policies, standards and procedures.
- Establishing and maintaining those external certifications that support the business in delivery of its HSE objectives.
- Maintaining current knowledge of applicable law (and associated requirements) through documented information gathering, communication and consultation processes.
- Fostering a culture that is based on HSE leadership and effective consultation with key stakeholders, both internal and external, to achieve and improve HSE standards and performance.
- Providing workers with clearly defined and understood roles and responsibilities for the effective implementation of our HSE policy and management systems.
- Providing workers with appropriate HSE information, training, supervision and resources.
- Requiring that all workers take reasonable care for their own health and safety; take reasonable care for the health and safety of others who may be affected by their acts or omissions; and take reasonable care for their impacts on the environment.
- Requiring that all workers comply with all reasonable instructions, requests or actions aimed at providing a healthy, safe and environmentally friendly workplace.
- Promoting energy efficiency, waste reduction and increased recycling where the opportunity presents.
- Applying consistent risk management principles to the identification, assessment and control of hazards and aspects, risks and impacts, work practices and behaviours that could cause incidents, injuries, illness or environmental harm.
- Thorough and timely investigations of reported HSE incidents, near misses and hazardous conditions through early identification, notification and methodical investigation.
- Sharing of learnings across the BSA Group of companies and subsidiaries.
- Measuring, monitoring and auditing the effectiveness of our HSE management systems through the use of leading and lagging indicators, audit and governance processes.
- Annual public reporting on HSE performance against measurable objectives and targets.

### Application:

This Policy applies to all BSA operations and covers all our activities and services. The management teams have the accountability to understand the Policy and bring it to life.

The policy is owned by the Board and enacted through the Managing Director. It will be reviewed biennially and/or updated as required due to changes in the business, its leadership or due to changes in legislation and/or regulation.

Nicholas Yates

Managing Director and Chief Executive Officer - BSA Limited - 31<sup>st</sup> January 2019