HEALTH, SAFETY & ENVIRONMENT POLICY

PURPOSE

The purpose of this policy is to ensure that all occupational health and safety risks are identified and controlled in the workplace to ensure the health and safety and wellbeing of our division's employees, sub-contractors, contractors, visitors and the general public.

RESPONSIBLE BUSINESS UNIT

Group HSSEQ Manager

APPLICATION

This policy applies to all employees and contractors employed or working for STC and its divisions, in any capacity.

POLICY STATEMENT

STC recognises the nature of its business has the potential to cause personal harm or injury, damage to property, compromise of security and harm to the environment. Accordingly, all Group operations will be carried out to protect the safety of all employees, customers and community while having proper regards for protection and of lives, property and the environment. STC understands that declared pandemics (and similar global events) may affect the safety and wellbeing of all people who do business with and for us. The company must therefore endeavor to comply with global best practice to achieve a safe work environment. Measurable objectives and targets are therefore established to assist the Group achieve this overall goal.

To do this the Group will:

- Provide and maintain safe work areas and equipment and manage workplace fatigue. This extends to the continual review of work areas, equipment and methods to further improve safety, in the belief that all injuries can be prevented.
- All documented company processes and systems shall be continually improved to reduce the risk of safety failure and to prevent the potential to pollute the environment.
- Provide occupational health, safety and environmental awareness training for employees and other engaged personnel.
- Provide systems of work to prevent environmental damage that may harm the company's name, its' property or adversely impact the community. This includes the selection of contractors who strive to attain high safety and environmental standards.
- Manage global events, such as pandemics, to best achieve a safe work environment. Where the Company deems necessary, it may require appropriate vaccinations for all employees, consultants, and contractors.
- Comply with all legal occupational health, safety environmental legislation, regulation and codes of practice and develop a safety management system that complies with international standards.

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All STC employees and contractors are required to identify hazards and consider risks before they undertake any work. If risks are considered unacceptable, work will not proceed until appropriate control measures are in place.

This policy is communicated to company personnel, and engaged stake holders, and is available for public or interested party reference. Everyone is expected to use their skills and knowledge to improve safety and to protect the environment and work towards zero harm.

Rupert Bray
MANAGING DIRECTOR