

# Occupational Health and Safety Policy

## 1 Purpose

- 1.1 This policy sets out the Company's general Occupational Health & Safety Policy, for the Company's staff and contractors.
- 1.2 The Company recognises the moral and legal responsibilities under occupational health and safety legislation to provide a safe and health work environment.
- 1.3 In the compilation of this Policy, the Company has where possible followed the recommendations of the *ASX Corporate Governance Principles and Recommendations, 4th edition (2019)*. If the Company has not followed a particular recommendation it has sought to explain why it has not.

## 2 Definitions

In this Policy:

**Board** means the Board of the Company.

**Company** means the entity of Phoenician International Limited (ARBN 659 284 152) or any legal subsidiary.

**ISO** means International Organization for Standardization.

**ISO 45001** means the ISO standard for occupational health & safety

**OH&S** means occupational health and safety.

**Policy** means this Occupational Health and Safety Policy as amended from time to time.

**Senior Management** means employees of the Company who manage the Company pursuant to the directions and delegations of the Board.

## 3 Policy Statement

- 3.1 The Company acknowledges that people are one of its most important assets and as such is committed to achieving a high level of occupational health and safety performance. We accept that all employees, contractors, visitors and the communities in which we operate have a right to expect prudent and responsible occupational health and safety performance from our activities. Regardless of the nature of their work, employees and contractors to the Company should be able to carry out their responsibilities in a safe and secure working environment.
- 3.2 The Company will:
  - (a) provide a safe and healthy workplace and working conditions for all, including employees, contractors, customers and visitors;
  - (b) provide training to enable all employees to work safely;
  - (c) comply with all relevant legislation and industry standards;
  - (d) provide support and assistance to employees;

- (e) consult with staff and contractors where relevant to enhance the effectiveness of procedures, provide adequate resources to aid employees in fulfilling their responsibilities;
- (f) conduct investigations into all reported incidents;
- (g) ensure that appropriate return to work programs are in place;
- (h) prevent injury and ill health at the workplace;
- (i) conduct regular reviews and evaluations of the health and safety systems as well as set objectives and targets to ensure continued improvement in our aim of eliminating work related injury, illness; and
- (j) conform to the requirements of ISO 45001.

## 4 Programs and OH&S Initiatives

4.1 To assist with maintain the OH&S Standards within the organisation, the Company has and will continue to develop and introduce programs and initiatives which include:

- (a) providing a workplace that is conducive to effectively managing occupational health and safety;
- (b) fulfilling, as a minimum, all statutory health and safety and other requirements including employer “duty of care” obligations;
- (c) seeking to continually improve our occupational health and safety performance by using available technology, knowledge and management practises;
- (d) identifying health and safety hazards and implement related risk controls to ultimately eliminate workplace injury/illness across the Company;
- (e) developing, implementing and continuously improving health and safety management systems to ensure that safe work practices are integrated into all business units within the Company;
- (f) educating, developing and endeavouring to ensure that all employees and contractors have the appropriate skills and knowledge, understand their rights and obligations and are held accountable for things for which they are responsible;
- (g) making sufficient resources available to meet the Company’s occupational health and safety objectives;
- (h) reviewing, auditing and evaluating the health and safety performance of Company operations and seek opportunities for enhancement;
- (i) providing safety leadership to effectively communicate and consult on safety issues with all stakeholders;
- (j) maintaining a high degree of emergency preparedness to effectively respond and recover from any health and safety incident; and
- (k) implementing effective systems to address the health and safety risks of transporting, storing, handling and disposal of hazardous materials.

## 5 State-Based Occupational Health and Safety Acts

5.1 In accordance with the operative clauses of each Australian state’s Occupational Health and Safety Act (**Act**), and where applicable, those in other jurisdictions it operates within, while at work all employees, irrespective of their position, must:

- (a) take reasonable care for his or her own health and safety;
- (b) take reasonable care for the health and safety of persons who may be affected by the employee's acts or omissions at a workplace;

- (c) co-operate with his or her employer with respect to any action taken by the employer to comply with a requirement imposed by or under the Act or the regulations; and
- (d) not intentionally or recklessly interfere with or misuse anything provided at the workplace in the interests of health, safety or welfare.

## 6 Review of Policy

- 6.1 The Board will review this Policy periodically, or as otherwise required.
- 6.2 This Policy will be available on the Company's website, and available to employees, shareholders and other key stakeholders on request.
- 6.3 The Board reviewed and approved this Policy on 25 July 2022.

**Approved by:** Kwan Chan  
Executive Chair



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Signature