



ZERO HARM CHARTER

OUR ZERO HARM - VISION

At BIS Industries Limited we are committed to achieving Zero Harm. This means zero injuries and zero environmental and zero equipment damage.

Everyone has the right to be safe at work and to return home to their family and friends as healthy as when they started the day. The community also has the right to expect that every employee will care for the environment as well as public health and safety.

We therefore expect each and every person at BIS Industries Limited to work safely and with respect for the environment. Whilst ensuring legal compliance, we seek to apply industry best occupational health safety and environment (OHS&E) practice for employees, contractors, customers and local communities.

OUR ZERO HARM - VALUES AND BEHAVIOURS

- ⚠ **We commit and contribute.** Each and every one of us avoids harming people or the environment through safe work behaviour and by identifying then eliminating risks.
- ⚠ **We value everyone equally.** We protect the health and safety of our people, contractors, customers and local communities. We have an obligation to our colleagues to ensure that they work without harm.
- ⚠ **We respect ourselves.** Every person in BIS Industries Limited takes reasonable care of their own health and safety as well as that of their colleagues.
- ⚠ **We think first of Zero Harm.** We consider health, safety and the environment in all decisions concerning the development of projects, the selection of commercial partners and suppliers and the launch of new products or services. We do not let economic considerations overrule health and safety or respect for the environment.
- ⚠ **We continuously improve.** We ensure that the OHS&E management systems and training reflect our determination to make continual progress in health, safety and the environment.
- ⚠ **We share.** Everyone contributes to improving knowledge across BIS Industries Limited through the capture, implementation and sharing of safety learnings and best practices.
- ⚠ **We respect the environment.** Everyone is committed to using resources more efficiently, minimising waste and encouraging the sustainable use of our products and services.

OUR ZERO HARM - COMMITMENT

All accidents, injuries and harm can and should be prevented.

Every manager is accountable for achieving Zero Harm and shall demonstrate leadership in creating a culture which actively promotes Zero Harm.

Everyone is responsible for committing and contributing to Zero Harm.

In following the Zero Harm Commitment, we will fulfil our obligation to ensure that we work without causing harm to ourselves, our colleagues or the community.

We will also fulfil our obligation to our families and friends by ensuring that we return home as healthy as when we started the day.

This Charter was endorsed by the BIS Industries Limited Executive Committee in May 2005.

I am accountable for achieving Zero Harm and shall demonstrate leadership in creating a culture that actively promotes Zero Harm.