



# HEALTH, SAFETY & WELLBEING POLICY

Next Review due June 2025

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## 1. Objective

The objective of this policy is to ensure that Sanford Limited (Sanford) provides a safe and healthy workplace for all Sanford personnel (employees and sharefishers), external contractors and visitors.

## 2. Scope

This policy applies to employees, sharefishers, external contractors and visitors while in a place of work of Sanford or its subsidiaries.

## 3. Commitment

Sanford is committed to providing a healthy and safe workplace for all Sanford personnel, external contractors and visitors. The health and safety of our people is paramount.

Through the way its people work and behave, and the initiatives it implements to continually enhance its work environments, Sanford will strive to collaboratively protect its people from the risk of harm, whether it be operational or occupational injury or ill health.

Sanford will strive for continual improvement of its safety management system through ongoing assessment and review of its policies, processes and procedures in conjunction with consultation procedures involving Sanford personnel and external contractors where applicable. Sanford will always recognise and address hazard and risk management, wellbeing and rehabilitation as priorities.

Sanford will provide the resources necessary to comply with all relevant legislation, codes of practice, and safe operating procedures, ensure accurate reporting of incidents and concerns, and provide safety information to ensure managers are conversant with their health and safety responsibilities and have the information to make good risk-based decisions.

## 4. Responsibilities

Workplace safety and health management is the responsibility of the Board of Directors and all Sanford personnel, external contractors and visitors.

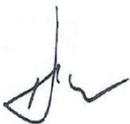
It is the responsibility of the People Health and Safety Committee (PHSC) to review and update this Policy every two years to ensure relevance and effectiveness.

The Chief Executive Officer is accountable to the Board of Directors for ensuring this policy is implemented. Senior executives and operational managers are accountable to the Chief Executive Officer for ensuring this policy is implemented in their areas of responsibility.

Managers and supervisors and vessel masters are responsible for ensuring this policy is implemented in their own areas of operation and other business locations.

Employees, sharefishers, external contractors and visitors are required to act in accordance with this policy.

**Signed:**



**Rob McLeod**  
Chairman



**Peter Reidie**  
Chief Executive Officer