Health & Safety Policy

1.0   Statement of Intent:

Kagome Australia Management team is committed to protecting the health, safety and wellbeing of our employees, visitors, contractors, and the wider community.   This policy applies to all workplaces in Australia where Kagome operates, including farms.

2.0   Kagome's Responsibilities

- Foster a strong Safety Culture, based on the established Kagome Safety Rules.

- Promote the health and wellbeing of employees, including their mental health, through initiatives to educate and support employees.

- Comply with all applicable Australian legislation and regulations, codes of practice and other safety guidance material, through the implementation of the Kagome Health & Safety Management system, based on ISO45001.

- Ensure that safety and security requirements, responsibilities and authorities are established in consultation with employees, and ensure that these requirements are communicated to, and understood by all employees, visitors, and contractors.

- Provide sufficient resources for health and safety management and improvement and consider safety matters in the development of business plans.

- Facilitate the regular attendance and activities of the Health and Safety Committees (representing Kagome Foods and Kagome Farms).

- Proactively identify, assess, and control safety hazards and risks, to minimise or eliminate them, as far as is reasonably practicable. Maintain and regularly test emergency response systems and procedures to ensure we are always ready to respond to an emergency.

- Ensure all employees are trained and supervised in the safe operation and use of machines, equipment, hazardous substances / materials, and procedures to carry out their work activities, and have ready access to the personal protective equipment and information needed for safe work.

- Consult with employees on health and safety matters and changes that may affect their working conditions. Consultation may be done directly with individual employees, or with teams, or via the Health & Safety Committees.

- Encourage all employees to participate in the Health & Safety Management System, (for example, by reporting incidents and hazards, and contributing their ideas for improvements).

- Hold management accountable for health and safety performance, by setting, measuring, and reporting on annual Health and Safety Objectives and Key Performance Indicators, with the objective of continuously improving Health and Safety performance.

- Offer a Return-to-Work program to employees with work related injuries or illness, consistent with medical advice, as soon as possible, to facilitate their recovery.

Bradley Free

CEO & Director   **Issue Date: January 2025**