



Costa Group Occupational Health & Safety Statement

Vision

To be a leader for best practice safety performance in industries in which we operate.

Objectives

To provide and maintain a safe and healthy working environment that is free from work-related harm.

Operating Principles

- Safety will not be compromised
- All employees and contractors are responsible for ensuring a safe work environment
- Compliance with safety standards and procedures is non-negotiable
- We must work together to build and maintain our safety culture
- Safety is an integral part of all planning, design, and operations

Policy

Costa acknowledges its duty of care to its employees, visitors, contractors, and the community at large, hence it holds the management team and the extended leadership team responsible and accountable for the execution of this policy and the overall OH&S Philosophy.

We are committed to the **Safety, People & Environment Compliance Standards (SPECS)**. The successful implementation of these is grounded on the principle that **safety is as simple as ABC:**

A – Accountability

- Ensure that every person is aware of their duties and responsibilities

- Every person is held accountable for their actions and/or inactions
- Performance is measured and teams and leaders are held accountable for the results

B – Behaviour

- The charge of safe conduct applies to every person that works for or with Costa businesses
- Training and support will ensure that the Code of Conduct is promoted and complied with
- Unsafe conduct cannot be tolerated and will be subject to corrective action

C – Compliance

- Standards are updated and maintained to ensure legal compliance as a minimum
- Ongoing compliance audits will ensure business units and sites comply with the standards
- All performance and compliance is reported to the executive

We will:

- Identify and address all unacceptable hazards and risks in our workplace
- Never tolerate unacceptable risk
- Carry out operations and maintenance in accordance with established safety practices
- Engage stakeholders and promote safety through actions
- Accept responsibility and accountability at all levels
- Take care of self and others through actions and advice
- Enable people to do their job safely through instruction, training, supervision, and resources

FRANK COSTA chairman of the board

GEOFF NORMAN coo – Costa Logistics

