



# Health, Safety and Environment Policy

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Silk Logistics Holdings Limited  
ACN 165 867 372

Version: 2.0  
21 August 2023

## Document History

Version	Summary of Amendments	Approved by	Approval date
1.0	New Policy	Board of Directors	2 June 2021
2.0	Biennial Review	Board of Directors	21 August 2023

## Other Policy Details

Key Information	Details
Approval Body	Silk Logistics Holdings Limited Board of Directors
Key Stakeholders	Silk Logistics Holdings Limited Board of Directors Sustainable Committee Executive Leadership Team
Responsibility for Implementation	Chief Executive Officer
Policy Custodian	Chief Operating Officer
Next Review Date	August 2025

## Legislative and Regulatory Framework

Authority	Law, Resolution or Regulation
Australian Government	Corporations Act 2001 (Cth) (" <b>Corporations Act</b> "); Work Health and Safety Act 2011 (Cth); and Australian State and Territory based legislation of Work Health and Safety laws.
ASX Corporate Governance Council	ASX Corporate Governance Principles and Recommendation (2019) (" <b>ASX Principles</b> ")

## 1. Introduction

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- (a) Silk Logistics Holdings Limited ACN 165 867 372 and its subsidiaries (collectively referred to as the **Company**) is committed to the provision of safe and healthy working conditions for all of its employees and contractors and to the safe custody of visitors to its operations and premises.
- (b) In fulfilling this responsibility, the Company recognises the duty to provide and maintain, so far as is practicable, a working environment that is safe, without risk to health and with a focus on fairness and respect.
- (c) The Board regularly provides guidance on the Company's standards and practices.
- (d) The Company focuses equally on the physical work environment, its systems and the culture of its business.

## 2. Occupational Health and Safety Program

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- (a) The Company actively pursues its goals of maintaining an injury free working environment and supports endeavours to prevent injury and harm at work, both physically and emotionally, by emphasising fairness and respect among all employees.
- (b) The Company's health, safety and environment (**HSE**) program encourages all employees to:
  - (i) identify, assess and manage safety risks;
  - (ii) continually work towards maintaining the workplace and systems of work that are safe and without risk to physical or emotional health;
  - (iii) work safely and in a manner that is respectful to others;
  - (iv) hold peers accountable for their actions;
  - (v) set targets to develop, implement and maintain safety standards and management systems;
  - (vi) ensure compliance with legal requirements and industry standards;
  - (vii) provide appropriate facilities to protect the welfare of all staff members and provide information, instruction, supervision and training in safe work practices; and
  - (viii) be proactive and responsive to staff HSE concerns.
  - (ix) Recognise that activities may have a localised and short-term impact on the environment and will work to reduce the impact wherever practicable
  - (x) Ensure as a minimum standard compliance with environmental law, regulatory requirements and environmental license requirements.

### **3. Education and Training**

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- (a) To ensure that employees are aware of the importance of OHSE issues, the Company provides ongoing education and training to:
  - (i) involve employees in developing risk solutions;
  - (ii) ensure an awareness of workplace risks and hazards;
  - (iii) ensure an awareness of environmental impacts; and
  - (iv) facilitate discussion to identify new or emerging risks and hazards.
- (b) Safety is a shared responsibility between the Company and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Company's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks.
- (c) The Company has developed an appropriate set of HSE procedures and manuals which are issued to all employees and contractors operating at Company work places. It is a requirement that all employees and contractors acknowledge that they have read and understand the procedures prior to starting work with the company. The procedures and manuals include reporting schedules and guidelines for safety meetings as well as relevant documents for the reporting of incidents.

### **4. Further regulation**

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A copy of this policy will be available on Company's website.

### **5. Reporting**

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An "Incidents Report" will be provided to Directors at each Board meeting.

### **6. Policy Review and Amendment**

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This Policy will be reviewed by the Board on a biennial basis to ensure it remains effective and meets the best practice, listing rules and the Company's needs.