

Occupational Health and Safety Policy

Introduction

Vital Chemical is dedicated to ensuring a safe and healthy workplace for all workers, contractors, volunteers, clients, visitors, and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable. We are committed to complying with the Work Health and Safety Act 2011, the Work Health and Safety Regulation 2011 and Codes of Practice.

The responsibility for managing health and safety ultimately rests with the Person in Control of the Business or Undertaking (PCBU), this includes the Directors and Management.

Management will:

- Ensure the business complies with all legislation relating to Work Health and Safety;
- Eliminate or manage all workplace hazards and risks as far as is reasonably practicable;
- Provide information, instruction, and training to enable all workers to work safely;
- Supervise workers to ensure work activities are performed safely;
- Work in consultation with all stakeholders on matters relating to health, safety, and wellbeing;
- Provide appropriate safety equipment and personal protective equipment;
- Provide a suitable Injury Management and Return to Work program;
- Review the Vital Chemical Safety Management System annually;

Workers will:

- Take reasonable care for their own and others health and safety;
- Follow Safe Work Method Statements, Standard Operating Procedures, Safety Instructions, and Manufacturing Procedures;
- Participate in safety training;
- Report health and safety hazards;
- Report all injuries, incidents and near misses; and
- Use safety equipment and personal protective equipment as instructed.



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Policy Objectives and Targets

1. To provide a safe and healthy work environment, with minimum workplace injury and illness.
 - Ensure incidents with the potential to impact LTIFR are not systematic.
2. To identify and manage workplace hazards and risks (so far as reasonably practicable).
 - Higher percentage of reported hazards and near misses compared to 2024.
 - Provide internal support & training to all staff on the reporting of hazards and risks within the Safety Management System software.
3. To formalise professional development and training.
 - Ensure all staff have the right training required to carry out their task safely.
4. Restructure and implement a consistent OHS KPIs across the business.
5. Set up the transition from current KPIs to OKRs as part of the 2026 planning.

Implementation

This Occupational Health and Safety Policy is implemented and communicated to all relevant parties. A copy is displayed on the Vital Chemical website.

Authorised by Vital Chemical Pty Ltd Directors:

Letiscia Xavier

24/06/2025

Date

Paul McMullen

24/06/2025

Date