Health and Safety Policy

Approach

Camira is committed to ensuring that health and safety is integral to how we do business. Camira will strive to continuously improve our health and safety performance, integrating wellbeing practices and believe that this significantly contributes to the commercial success of the business.

Camira's goal is to create an inclusive and healthy workplace with zero harm to people and to provide an incident free workplace. It will conduct its business in a manner that protects the health, safety and wellbeing of employees, contractors and visitors at all times. The company shall ensure that this policy continues to be appropriate to the purpose and context of the organisation as well seeking to add value by safeguarding reputation, minimising loss and increasing productivity and performance.

Camira shall report and investigate all incidents, share lessons learnt and manage any risk identified to prevent reoccurrence. The company will provide occupational health support, promote wellbeing, and carry out health surveillance for employees in safety critical roles.

This policy shall be reviewed at least annually and revised when appropriate change occurs and will be made available when required to all stakeholders and interested parties.

Commitments

- Demonstrate proactive leadership and management for the prevention of incidents and ill-health.
- Fulfil legal and other requirements.
- Set attainable objectives that are monitored and measured throughout the year.
- Engage and consult with its workforce in matters of health, safety and wellbeing.
- Promote continuous improvement in the Health and Safety Management Systems.
- Manage and improve performance by monitoring and taking necessary actions.
- Promote a positive Health and Safety culture.

Scope

The scope of this policy covers all Camira sites.

Responsibility and Accountability

The CEO has overall accountability for Health and Safety, and for the endorsement of this policy.

Executive Directors and Senior Management are responsible for ensuring the policies implementation is effective, setting expectations, achieving standards and the appointment of competent persons to enable continual improvement of the health and safety management system and legal compliance.

Managers and Supervisors are responsible for the health and safety of people that work within their control and shall ensure all employees have adequate skills through information, instruction and training to enable them to carry out their work safely.

All employees and contractors that work on behalf of the company will be made aware of this policy and are required to fully cooperate with its expectations and commitments. Individuals have a to ensure that they take all reasonable care to protect themselves and others who may be affected by their acts or emissions. Each individual must take personal responsibility by never walking past an unsafe act or condition and taking immediate action, if possible, to make it safe.

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ALAN WILLIAMS

Chief Executive Officer & Board Director responsible for Health & Safety

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PAUL BARNARD

Chairman

Dated: August 2026

camira