Scope

- CalaChem provides industrial services and utilities through separate business entities; **Earls Gate Waste Treatment Ltd., Earls Gate Industrial Services, Earls Gate Utilities and Earls Gate Development**
- All CalaChem entities will conform to the CalaChem central group operating procedures and practices, including the established Safety Management System, Quality Management System and the Environmental Management System

Our Commitment to Health and Safety

- At CalaChem, safety is more than just a priority, it is our Core Value.
- CalaChem considers that none of its activities are as important as the health and safety of its employees, contractors and the general public.
- All employees, contractors and visitors to the Site, accept responsibility for their own Health and Safety and for the safety of others.
- The company will take all reasonably practical steps to ensure the health, safety and welfare at work of all employees.
- At CalaChem, we are all committed to conducting our business in a safe manner.
- We set safety objectives and targets, at least on an annual basis, for our safety performance and regularly monitor progress.

Health and Safety Standards

- We set standards that comply with all relevant legal requirements and other requirements related to the Site's Health and Safety risks.
- Thorough hazard identification and risk assessment, together with appropriate risk control measures, will be in place for all activities.
- We include due consideration of health and safety issues in all relevant business strategies and initiatives.
- We ensure any safety incidents are investigated effectively.

Training and Communication

- Employees will be provided with suitable training, equipment and instructions to ensure their competencies in carrying out their roles safely.
- We encourage employee involvement in health and safety matters through the provision of training and communication.
- Our employees are empowered with the authority and responsibility to Stop the Job if they feel there is an unsafe situation.
- We communicate regularly to our employees and contractors on our Health and Safety performance.
- Our Health and Safety Policy is available to external interested parties upon request.

Continual Improvement

- Continuous Health and Safety performance improvement will be achieved by:
  - supporting a Safety Culture which promotes employee engagement
  - the effective investigation of incidents
  - active discussion of health and safety issues through local and Site Compliance Meetings
  - the identification and monitoring of safety performance indicators

Angus Gray, Managing Director
CalaChem Ltd, EGWT, EGIS, EGD, EGU