

## Occupational Health Safety & Environmental (HSE) Policy

FGB Natural Products recognises and is committed to providing and maintaining a safe, healthy and comfortable work environment for all our employees.

This commitment extends to interested parties including contractors, labour hire, visitors and members of the public, and stems from our core values to meet and exceed all moral and legal obligations. We believe that sound HSE performance contributes to our competitive strength, and benefits our customers, our employees and the wider community.

### **Our goal is zero injuries.**

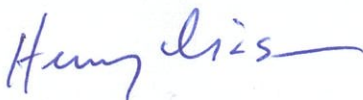
We will achieve this through:

- Working continually to develop and improve our HSE Management System in pursuit of the highest level of performance
- Complying with all statutory rules and codes of practice relating to health, safety and the environment.
- Developing HSE policies, procedures and guidelines
- Ensuring all line managers understand and take responsibility for health and safety within their work area
- Providing information, instruction, training and supervision to ensure that staff are aware of safe work practices, emergency procedures, and any risks to health and safety in their work environment
- Consulting with staff and Health and Safety Representatives (HSRs) on issues relating to health and safety
- Ensuring that, where gaps are identified, appropriate corrective and preventative actions are taken

It is the responsibility of all our employees to:

- Ensure their jobs are performed safely, without risk to themselves or their colleagues, and to comply with the company's safe work practices
- Contribute to safety improvement
- Attend and participate in any HSE training sessions provided
- Report any workplace injuries, incidents, hazards, near misses or other health and safety concerns
- Participate in return to work programs after an injury or illness

Signed,

A handwritten signature in blue ink that reads 'Henry Minson'.

**Henry Minson**  
Chief Executive Officer

A handwritten signature in blue ink that reads 'Michal Rybalov'.

**Michal Rybalov**  
Head of Human Resources