

Health Safety, and Environment Due Diligence Policy

Due diligence, in the context of Stilmark's approach to work health and safety and the environment, means:

- 🌟 taking every precaution that is reasonable in the circumstances to protect the health, safety and welfare of all workers and others who could be put at risk from work carried out with or on behalf of Stilmark
- 🌟 protecting the environment in which Stilmark operates, and conserving resources

At Stilmark, managing worker health and safety and risks to the environment is integral to our business and a central element of everything we do. Safe practices must be inherent in our systems, our operating procedures, and most importantly in the way we think.

To ensure Stilmark Leadership are proactive in HSE due diligence, Stilmark Leaders will:

1. Acquire and keep up to date knowledge of HSE matters regarding,
 - a. the law and how this applies to Stilmark
 - b. the HSE issues and objectives for Stilmark
 - c. the systems used by Stilmark to manage HSE
2. Gain an understanding of the operations of the business and the hazards and risks involved
 - a. in relation to legal, physical and systemic risks
 - b. for workers, clients, contractors, other interested parties, and the environment
 - c. their own responsibilities and accountabilities in HSE
 - d. the impact of decisions on the HSE risks of Stilmark
3. Ensure appropriate resources and processes are provided to enable hazards to be identified and risks to be eliminated or minimised with respect to
 - a. people, financial, systems, plant, equipment and supply chain
4. Ensure information regarding incidents, hazards and risks is received and the information is responded to in a timely way
 - a. using performance metrics that are effective in identifying systemic issues for Stilmark
 - b. using metrics that are effective at identifying and cultivating positive performance and proactive management of HSE
5. Ensure Stilmark has, and implements, processes for complying with any legal duty or obligation
 - a. through legal registers and compliance activities
 - b. audit and review

6. Ensure processes are verified, monitored and reviewed
 - a. monitoring metrics that support objectives
 - b. personal commitment and involvement

This policy is applicable to all entities under the operations of Stilmark Holdings Pty Ltd.



Steven Butler
Chief Executive Officer

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