



SILK
LOGISTICS
HOLDINGS

Health, Safety and Environment Policy

Silk Logistics Holdings Limited

Adopted by the Board on **2 June 2021** to come into effect upon the admission of the Company on the Australian Securities Exchange.

Document version control:

Custodian	Chief People Officer
Date previously approved by the Board	N/A
Date of next scheduled review	June 2022
Legislative framework and regulatory compliance	ASX Corporate Governance Principles and Recommendations (4 th edition)
Regulators	ASX

1. Introduction

- (a) Silk Logistics Holdings Limited ACN 165 867 372 and its subsidiaries (collectively referred to as the **Company**) is committed to the provision of safe and healthy working conditions for all of its employees and contractors and to the safe custody of visitors to its operations and premises.
- (b) In fulfilling this responsibility, the Company recognises the duty to provide and maintain, so far as is practicable, a working environment that is safe, without risk to health and with a focus on fairness and respect.
- (c) The Board regularly provides guidance on the Company's standards and practices.
- (d) The Company focuses equally on the physical work environment, its systems and the culture of its business.

2. Occupational Health and Safety Program

- (a) The Company actively pursues its goals of maintaining an injury free working environment and supports endeavours to prevent injury and harm at work, both physically and emotionally, by emphasising fairness and respect among all employees.
- (b) The Company's health, safety and environment (**HSE**) program encourages all employees to:
 - (i) identify, assess and manage safety risks;
 - (ii) continually work towards maintaining the workplace and systems of work that are safe and without risk to physical or emotional health;
 - (iii) work safely and in a manner that is respectful to others;
 - (iv) hold peers accountable for their actions;
 - (v) set targets to develop, implement and maintain safety standards and management systems;
 - (vi) ensure compliance with legal requirements and industry standards;
 - (vii) provide appropriate facilities to protect the welfare of all staff members and provide information, instruction, supervision and training in safe work practices; and
 - (viii) be proactive and responsive to staff HSE concerns.
 - (ix) Recognise that activities may have a localised and short term impact on the environment and will work to reduce the impact wherever practicable
 - (x) Ensure as a minimum standard compliance with environmental law, regulatory requirements and environmental license requirements.

3. Education and Training

- (a) To ensure that employees are aware of the importance of OHSE issues, the Company provides ongoing education and training to:

- (i) involve employees in developing risk solutions;
 - (ii) ensure an awareness of workplace risks and hazards;
 - (iii) ensure an awareness of environmental impacts; and
 - (iv) facilitate discussion to identify new or emerging risks and hazards.
- (b) Safety is a shared responsibility between the Company and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Company's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks.
- (c) The Company has developed an appropriate set of HSE procedures and manuals which are issued to all employees and contractors operating at Company work places. It is a requirement that all employees and contractors acknowledge that they have read and understand the procedures prior to starting work with the company. The procedures and manuals include reporting schedules and guidelines for safety meetings as well as relevant documents for the reporting of incidents.

4. Further regulation

A copy of this policy will be available on Company's website.

5. Reporting

An "Incidents Report" will be provided to Directors at each Board meeting.

6. Review

The Board will review this Policy annually or as often as it considers necessary to check it is operating effectively and consider whether changes are required.

7. Approved and Adopted

This policy was approved and adopted by the Board on 2 June 2021.