

HEALTH, SAFETY & ENVIRONMENTAL POLICY

Alchemy Agencies Ltd (New Zealand) and Alchemy Agencies Pty Ltd (Australia) are committed to providing and maintaining a safe and healthy workplace, and protecting the environment; and providing the information, training and supervision needed to achieve this. HSE objectives will be set, and regularly monitored, to ensure the company meets all legal and other requirements. The company is committed to eliminate hazards and reduce risks, and to maintain continual improvement of the HSE system.

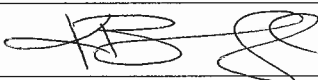
Alchemy Agencies Ltd and Alchemy Agencies Pty Ltd will take responsibility for health, safety & environmental procedures; however, employees need to be aware of their responsibilities and comply with the business' health, safety & environmental policy.

Each employee is encouraged to play a vital and responsible role in maintaining a safe and healthy workplace through:

- Being involved in the workplace health, safety & environmental system.
- Following correct procedures.
- Reporting any pain or discomfort as soon as possible.
- Being actively involved in identifying and reporting hazards.
- Ensuring all accidents and incidents are reported.
- Helping new employees, trainees and visitors to the workplace understand the right safety procedures and why they exist.
- Telling your manager immediately of any health and safety concerns.
- Keeping the work-place tidy to minimise the risk of any trips and falls.

Alchemy Agencies Ltd and Alchemy Agencies Pty Ltd will work with stakeholders (staff/suppliers/customers/logistics providers) to ensure that all environmental responsibilities are addressed through:

- Providing effective information and training
- Complying with all applicable environmental legislation and sustainability commitments
- Preventing pollution
- Effective waste management & disposal, and recycling

Name:	Signature:	Date:
Katrina Bunge (Director)		10 / 1 / 2024
Cheryl Taylor (Director)		10/01/2024

Revision History			
Version	Issued By	Date	
1	D Ronson	3.08.2016	Original
2	D Ronson	18.02.2020	Changed from H&S Policy to HS&E Policy
3	D Ronson	27.09.2022	Expanded first paragraph to include HSE Objectives, Hazard/Risk management, Continual HSE improvement.
4	D Ronson	10.01.2024	Combined HSM1 (NZ) and HSM1A (Aus) policies

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