

## **OHS POLICY**

*June 2018*

Maris Group (Maris) recognises the need to conduct its activities in a manner that protects the health and safety of employees, contractors and other stakeholders of Maris and its operational companies (OpCos).

Maris is committed to a risk management and continual improvement process that targets the elimination of work place related injuries and illness. To this end, Maris operates according to the following principles:

- Adopting a mitigation hierarchy approach by assessing, seeking to avoid and minimising potential Occupational Health and Safety (OHS) risks associated with its activities and with the environments or geographies of its operations;
- Complying with relevant legislation and other requirements to which Maris and its OpCos subscribe and especially the IFC Performance Standards (2012);
- Managing all aspects of OHS as an integral part of its operations while seeking to eliminate risks and hazards to prevent unsafe working conditions for its employees, contractors and other stakeholders;
- Developing and implementing appropriate OHS systems, programmes and training and ensuring these are adequately resourced;
- Fostering workplace OHS awareness across its operations through communicating and building a culture of shared health and safety responsibility and accountability; and
- Undertaking regular meaningful monitoring, auditing and reviewing its OHS performance and compliance to ensure continual improvement.