

## Our Values

### Respect

*We respect each other and the world around us.*

### Integrity

*We act at all times with honesty and will do what we say.*

### Persistence

*We work hard with urgency to make it happen.*

### Passion

*We have pride and belief in everything we do.*

### Accountability

*We are accountable for our actions and results, including everyone's safety.*

# CAPE

# Policy

## Work Health & Safety

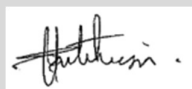
Cape is committed to providing and maintaining a safe and healthy workplace for all employees and people that come into contact with our operations, sites and activities.

We believe that Health & Safety is a personal responsibility and recognise the importance of leading and promoting the highest principles and practices to ensure enduring Health & Safety for everyone. Our goal is to achieve an injury and incident free workplace through ongoing commitment to best practice in Health & Safety and the support of a safety focused culture.

In order to achieve this goal Cape will:

- Ensure all levels of management and employees understand and accept their Health & Safety responsibilities and are accountable for those matters within their control;
- Promote and sustain a safety focused culture throughout all levels of Cape;
- Provide an environment in which all personnel can communicate and contribute on aspects dealing with Health & Safety in a proactive and collaborative manner;
- Implement and monitor performance against objectives and targets supporting this policy and support continuous improvement;
- Ensure formal and up to date policies, procedures, workplace instructions, hazard identification techniques and control measures are in place, are available and are communicated to personnel on an ongoing basis;
- Comply with legal, client and other Health & Safety obligations to which we subscribe relating to Health & Safety;
- Comply with relevant laws, standards and medical restrictions as prescribed by local and federal government bodies;
- Ensure effective management of fitness for work practices including but not limited to fatigue, drugs and alcohol, prescribed and non-prescribed medication, mental health and reportable illnesses;
- Report and investigate incidents, hazards and near misses with a view to continually improving our safety culture and performance;
- Establish mechanisms to ensure Health & Safety consultation and communication at all levels of the company whilst recognising personnel for their commitment and performance in relation to Health & Safety;
- Provide appropriate levels of management, leadership and supervision;
- Provide and maintain plant and equipment;
- Provide appropriate and effective information, instruction and training;
- Communicate this policy to our people.

Cape will periodically review this policy to ensure our business continues to provide a safe and healthy workplace, effective and safe work systems and safely delivered outcomes that reflect our company values.



**Greg Hutchinson**  
CEO

November 2021