



HEALTH, SAFETY & ENVIRONMENTAL POLICY

General Policy

Lodestone Confectionery is committed to Health, Safety and Environmental matters. All activities at Lodestone Confectionery premises shall be carried out with the highest regard for the health and safety of our staff, visitors, contractors and customers.

Resources in line with the importance attached to occupational health and safety will be made available to comply with all relevant Acts and Regulations and to ensure that the workplace is Safe and without risk to Health and Environment.

The Responsibilities of the Company

- The Company will make every practical effort to comply with the obligations laid down under the Occupational Health and Safety Act 85 of 1993. In particular by:
- providing a safe workplace with safe access to and from the premises and a healthy working environment;
- providing Safe and Healthy systems of work by taking all practical steps to ensure that all plant, machinery and equipment is designed, constructed and operated in a safe manner, including the provision of appropriate protective equipment and clothing.
- providing safe arrangements for the use, handling, storage of articles and substances;
- by giving instruction, training, supervision and information to enable all employees to carry out their duties in safety and to actively contribute to the safety within the organisation;
- providing first aid facilities and training;
- consult staff about arrangements for implementing, promoting and developing Health and Safety at work.

Lodestone Confectionery will use their best endeavours to:

- ensure that this policy is actively complied with and to create a climate in which there is an awareness of the importance of Health, Safety and the Environment;
- define areas of responsibility for safety where appropriate;
- maintain a set of codes of practice and procedures relating to Health, Safety and the Environment;
- provide the necessary resources with which to pursue this policy;
- ensure that any person other than employees is protected by this policy;
- ensure that employees and other persons affected by this policy are aware of it.

The promotion and maintenance of Occupational Health, Safety and the Environment is primarily the responsibility of management. Management at all levels is required to contribute to the Health and Safety of all persons in the workplace. To this end, it is the responsibility of management to develop, implement and keep under review, in consultation with its employees, the organisation's SHE Program.

Employee Responsibilities

All employees have an important part to play in the implementation of the Health, Safety and Environmental Policy.



Every employee has a responsibility for ensuring that they:

- undertake the work they are required to do taking reasonable care for the health and safety of themselves, their colleagues, visitors, customers, contractors and members of the public;
- use protective clothing and equipment when and where necessary;
- not interfere with or misuse anything provided in the interests of health and safety;
- report any incident to the management which may have led to injury or damage;
- give all assistance as required in the investigation of accidents;
- become familiar with and conform to this policy and relevant safety instructions at all times;
- cooperate with the management in any efforts to comply with the Health and Safety Act.

Environment

Lodestone Confectionery is committed to:

- Comply with legal requirements to comply with Environmental Control and the prevention of pollution.
- Operating the business as required by ISO 14001 Environmental Management System standards.
- Abiding by all relevant environmental legislation and applicable requirements. Minimize and investigate opportunities, promoting recycling, reducing energy and raw material consumption and reducing harmful emissions.
- Identify environmental risks and manage these risks
- Train employees in the understanding and implementation of environmental compliance standards
- Continuously improving our environmental performance by setting objectives, actions and targets.
- Communicating our policy to our employees and the public.
- Everyone working at Lodestone Confectionery, Wadeville, will be responsible for the environmental aspects of the company and for reducing their impact.

This Policy will be under the direct control of the Chief Executive Officer and will be reviewed annually to ensure adequacy and continuing suitability.

A handwritten signature in black ink, appearing to read "Greg Senior", is written above a horizontal line.

Signed by CEO
Greg Senior