

HEALTH & SAFETY POLICY

Our Statement of Commitment

Southern Cross Horticulture Ltd (SCH) and its team members are committed to ensuring a safe and healthy working environment, free of all recognised risks as far as is reasonably practicable, for all its team members, subcontractors, visitors and clients. Our business involves numerous risks through the activities we conduct. These activities include but are not limited to the construction, establishment and cropping of kiwifruit orchards and working alongside our customers and other contractors. The management and team members at SCH are responsible and totally committed to the effective implementation of the SCH Health and Safety Policy and the overall Health and Safety Management System.

In fulfilling the objectives of this policy, management will ensure they:

- Provide and maintain, so far as is practicable, safe operating equipment, systems of work and maintain its workplaces in a safe and healthy condition
- Take a preventative approach to Health and Safety management by continually monitoring the effectiveness of any existing systems and processes
- Be committed to the continuous improvement of health and safety systems and processes.
- Conduct regular communication and consultation with team members to ensure effective worker participation in health and safety matters
- Ensure the policy operates effectively, and that any health and safety issues are discussed, regularly reviewed and addressed as required with team members
- Recognise the risks that can occur in the range of activities we conduct and industries we work in, the company will take all reasonably practicable steps to eliminate hazards and reduce OH&S risks for all its team members whilst providing its customers with the highest quality service.
- Take a preventative approach to managing our critical risks that have the potential for serious harm to people. Where injuries do occur, management is committed to proactive worker rehabilitation
- Observe and fulfil all responsibilities under the Health and Safety at Work Act, Regulations, relevant Codes or Practice and Standards which apply to the industry we work in
- Show a commitment to consultation and participation of team members and worker representatives
- Work alongside all SCH team members and other PCBU's where there are shared workplaces or overlapping duties to ensure all company policies and procedures are strictly adhered to
- Be committed to providing industry-related information, ongoing training and supervision to team members to continually improve their status and knowledge of safe work practices.
- Be committed to providing a safe and healthy working environment for the prevention of work-related injury and ill health.
- Provide training and development opportunities to enable team members to complete their roles safely.

As part of the approach for good practice Health and Safety Management in the workplace, all company team members have a duty of care for their own safety and the safety of others affected by their action at work. All team members must comply with:

- All company policies, procedures and directions given by the employer.
- Participate meaningfully in SCH Health and Safety Management System requirements.
- Participate in the identification and management of the risks and hazards that may occur within the workplace to an acceptable level to prevent harm. This includes incident, hazard and near miss reporting via Onside.
- Implement the training they have undertaken.
- Are expected to always wear all personal protective clothing whenever required.

This Policy will be reviewed at least annually in light of legislation and major company changes. Management seeks cooperation from all team members in ensuring our Health and Safety objectives are achieved and creating a safe and healthy work environment.

Josh Mounter (Managing Director)

Signature: _____

A handwritten signature in black ink, appearing to read 'Josh Mounter', is written over a horizontal line.

Dated _____

13 July 2026