



## Group Health and Safety Policy

### OUR VISION

**Zero Harm:** As an organisation, kp will have positive and proactive working practices ensuring zero harm to everyone we engage with. Diligent application of our safety standards, excellent teamwork and a learning environment will drive us towards achieving our vision of zero harm.

### OUR MISSION

- We will achieve zero lost time accidents by 2025.
- Proactive leadership, behavioural based safety and continuous improvement of standards will create the environment we need to deliver our mission.
- We will conduct operations in compliance with all applicable laws and regulations, as well as in conformance with our own Health and Safety policies and procedures.
- All safety incidents will be thoroughly investigated by management in a timely manner.
- Our culture of positive feedback, collaborative teamwork and the sharing of learnings and best practices will create a learning organisation that does not repeat mistakes.

### OUR SAFETY COMMITMENTS

#### Leadership

- Senior management is committed to making the resources available that are necessary to achieve our safety targets, and reduce our accident rate to zero.
- Senior management is committed to leading by example.

#### Systems & Processes

- Behaviour Based safety Observation is the cornerstone of a proactive safety culture and we will use the PASA audit as the leading indicator.
- Risk assessment is the critical method of assuring zero harm and as such we commit to ensuring that our people are equipped to carry out risk assessments and do so when required.
- Continuous improvement is vital to an effective Health & Safety management system. Our management system will be reviewed at regular intervals.
- We will maintain a clean and ordered environment for our employees, visitors, contractors and customers to work within.

#### Teamworking and Accountability

- Every employee will be properly trained and will commit to implementing our Safety policy.
- All employees will recognise their obligations to their own safety and that of their colleagues.
- All visitors, contractors, customers and suppliers will be fully trained in our safety policy prior to entering any of our facilities.
- All homeworkers and remote workers will be fully trained to stay safe in their environment.
- We will reach our goals through teamwork, inclusion and a commitment to continuous improvement.



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## About this policy

- **Scope:** This policy applies to all kp employees, and to contractors, agents, consultants or any others working for or on behalf of kp. Where there are local legal or regulatory requirements, local requirements will take precedence. This policy will be monitored and reviewed regularly to ensure that it promotes best practice in the workplace
- **Communication:** We will communicate this policy to our customers, suppliers, local communities and other key stakeholders. All employees are responsible for reading, acknowledging and adhering to this policy. This policy is published for general knowledge on the corporate intranet and website.
- **Violations:** We have established procedures for employees to report any potential violations or possible risk. The procedures are outlined in the kp Code of Conduct. Whistleblowers are granted anonymity and immunity.
- **Approval and revision:** The Safety Leadership team is responsible for updating and reviewing this policy. The COO and Head of Sustainability is responsible for the final approval.

Revision Date	Document Authorizer	Document Initiator	Revision Details	New Review Date
April 2023	Alan Richards Chief Operations Officer	Philippe Freund Group Director Quality and Operational Risk	Reviewed and remains applicable – no amendments	April 2025
May 2024	Alan Richards Chief Operations Officer	Philippe Freund Group Director Quality and Operational Risk	Reviewed and remains applicable	May 2026