

Occupational Safety and Health Policy

Blackbox Investments, as an organisation that specialises in procurement, storage and distribution of industrial chemicals, oils and lubricants, commodity polymers and water treatment chemicals, we are committed to effectively implement and continuously improve an occupational safety and health (OSH) management system.

To ensure appropriate management of our OSH obligations, **Blackbox Investments** commits to:

- Establishing objectives, target and reviewing the OSH performance periodically to adequately protect our employees, visitors, contractors, and property.
- Providing safe and healthy working conditions to all our stakeholders for the prevention of personal injury and ill health.
- Managing and eliminating health and safety issues by routinely identifying, eliminating and/or controlling occupational safety and health risks in our operations.
- Complying with all applicable legislation and industrial codes of practice.
- Ensuring that consultation and participation of workers and workers' representatives is done during decision making.
- Continuously improve the OSH management system by carrying out internal audits and management review meetings.

This policy shall be made available to our stakeholders, employees, visitors, contractors, customers, suppliers, and other interested parties so that they are aware of our mutual obligations to minimize health and safety risks.

All employees are required to observe all health and safety regulations, requirements, procedures, and instructions, taking responsibility of their own health and safety ensuring nothing is done to put themselves and others at risk.

Signed by

Operations Director

Finance Director

Workers' Representative