Policy 29: Health and Safety Policy
Department / division: Southern Paprika Limited (SPL)
Reviewed date: 13 May 2026

Health and Safety Policy

PURPOSE

SPL is committed to ensuring our approach to health and safety is aligned to the progression of the MG Group Strategy (Health and Safety Framework), remains effective and is fit for purpose for the industry we operate in.

AUDIENCE/SCOPE

This policy will apply to all SPL personnel together with any directors, independent contractors, temporary staff, or consultants and remains in force until revoked by the MG Board of Directors.

POLICY STATEMENT

SPL is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health for all workers and others who may be affected by its activities, so far as is reasonably practicable. This is achieved through the elimination of hazards, where practicable, and the reduction of health and safety risks using effective control measures.

The Company will fulfil all applicable legal and other requirements to which it subscribes, while ensuring effective consultation and active participation of workers in health and safety decision-making processes, recognising that worker involvement is essential to maintaining a safe and healthy workplace.

Leadership demonstrates accountability for health and safety performance and provides strategic direction for the health and safety management system, which is subject to ongoing monitoring and continual improvement.

Our Leadership

Leadership is actively engaged, demonstrates accountability, and promotes a strong health and safety culture across the business.

Our People

The Company is committed to protecting the health, safety, and wellbeing of its workforce, including both physical and psychological health.

Training and capability

The Company provides training, instruction, and supervision to ensure workers have the capability to work safely and manage risk effectively, supporting organisational resilience and capability.

Strong risk management

Hazards are identified, eliminated where practicable, and health and safety risks are managed using effective control measures.

Health and Safety Framework

SPL's Health and Safety Framework and Minimum Requirements define the approach to managing critical risks. This ensures hazards are identified and controlled, legal and other requirements are met, and continual improvement is achieved across all operations.

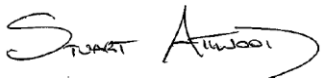
Consultation and Participation

SPL is committed to maintaining active worker engagement and consultation to ensure the effectiveness of the health and safety management system through ongoing communication and participation processes.

BREACH OF POLICY

Employees who breach this policy may face disciplinary action as set out in the House Rules and Employee Handbook.

ACKNOWLEDGEMENT

Signed:  Date: 13 May 2026

Name: Stuart Attwood

Position: General Manager

This health and safety policy is effective from the date above and shall be reviewed every two years.