

Managing our Workplace Health Safety & Environmental Responsibilities

Good management of work health safety and environment is an essential part of doing business today. At Viridian, we regard management of work health safety and environment as an integral and fundamentally important part of our business. We believe that all injuries, occupational illnesses and environmental incidents can be prevented.

Our managers are held accountable for work health safety and environment performance, and all employees are expected to take personal responsibility for their actions, and to be involved in improvement initiatives and developing and setting standards.

We have adopted a common approach across the company to managing work health safety and environment. All businesses are required to implement these standards. There are strict WHSE protocols for contractors as well as for employees to ensure the safety and wellbeing of all people on Viridian sites.

We recognise that we get the best results by involving the people that do the work in analysing risks and defining the best way of doing the work.

Viridian Glass Work Health, Safety and Environment Policy

At Viridian, we care for and protect each other, our business, our customers, the community and our environment; with the aim of building a sustainable, profitable and growing enterprise.

The workplace health and safety of our people and the preservation of the environment in which we operate are core values at Viridian.

Consistent with this, Viridian will strive to achieve zero harm, in respect to workplace health, safety and the environment by:

Complying with the laws, regulations and Viridian Glass operational policies and standards;

- Establishing measurable WHSE objectives and targets, recognising and celebrating their achievement;
- Identifying, assessing and controlling hazards and adopting a proactive approach that will strive to eliminate or reduce the risk to an acceptable level;

- Communicating with employees, contractors, visitors and external stakeholders of hazards and aspects that may impact them; our business and/or the environment;
- Identifying, implementing, monitoring and reinforcing the safe behaviours we expect in our business to eliminate unsafe acts and practices.
- Providing appropriate workplace health, safety and environmental training to employees and contractors;
- Considering the environmental lifecycle implications of our operations and products;
- Investigating incidents and sharing the learnings with all applicable stakeholders to prevent re- occurrences.
- Consulting with employees and contractors and communicating with external stakeholders to continually improve the workplace health, safety and environmental performance in our workplaces.

All employees, contractors and visitors are expected to commit to this policy and the Viridian Board and Management will provide leadership and the necessary resources and training to ensure compliance.

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Viridian Glass Work Health, Safety and Environment Standards

The Viridian WHSE Standards provide the framework for management of workplace health, safety and environment at Viridian, by clearly setting out the standards we require our people to meet. Managers and supervisors are required to provide leadership in relation to WHSE by:

- effectively implementing the requirements of the Standards
- developing and sustaining a strong culture of working safely and continuous improvement
- setting stretch improvement goals
- allocating sufficient resources to achieve the goals.

The Viridian WHSE Management Standards are divided into the sections shown below to incorporate the generic continuous improvement cycle common to management standards for Safety (AS/NZ 4801 & OHSAS 18001), Quality (ISO 9001) and Environment (ISO 14001).

There are four primary drivers behind Viridian's WHSE Management System:

- Protect the health and safety of people.
- Minimise environmental harm.
- Operate within the law.
- Ensure people know their WHSE responsibilities and how they are to be met.

The five sections of the Viridian's WHSE Standards are:

1. Commitment and Policy

Our WHSE Policy and WHSE Policy Commitments demonstrates our commitment to improving workplace, health, safety and environmental performance.

2. Planning

To ensure that it is effective, the planning process at each level of the business takes into consideration:

- identification, access and communication of legal and company requirements
- setting challenging improvement targets and objectives, developing and maintaining WHSE improvement plans with clearly defined actions, allocation of responsibilities and completion dates.

3. Implementation

Effective implementation will ensure that health, safety, and environment focus is maintained on critical activities ensuring:

- responsibilities and accountabilities are in place and understood at each level of the business.
- our people are trained to ensure competency in completing their job tasks.
- effective communication and consultation mechanisms are in place.
- reporting of business activities is in place including the tracking of key indicators and initiatives.
- effective identification, assessment and control of workplace health, safety and environmental hazards and their associated risk.

- control of documentation to maintain its relevance and regular review.
- emergency situations are identified and controlled appropriately.

4. Monitor & Measure

By measuring, monitoring and evaluating WHSE performance, Viridian is able to take preventative or corrective action to improve performance, including:

- injury/incident reporting, recording, investigation and corrective actions.
- health assessment and management.
- management of appropriate records.
- audit of systems and tracking of actions to address non compliances identified.

5. Management Review

All parts of Viridian are required to undertake regular reviews of performance to improve the WHSE management system as part of continuously improving WHSE performance.

Sharing ideas and lessons from experience

To achieve our vision of “zero harm” it is important that we share learnings both in terms of good practice that we implement, as well as understanding what went wrong.

Viridian has established a WHSE SharePoint site, which provides one place to access model forms and documents to assist our sites in meeting the requirements of the Viridian WHSE Standards. It also allows the communication of incident alerts to applicable stakeholders so that learnings can be shared across Viridian.

WHSE Audits

Regular internal audits are supported by external audits and are conducted to improve performance and ensure compliance with governmental requirements and Viridian standards.

External audits

External auditors inspect Viridian operations on a cyclic basis to ensure compliance with the WHSE Standards, to identify any systemic deficiencies and compliance issues. Recommendations from these audits are reviewed, actions developed, assigned to applicable personnel, and monitored to completion.