



# OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY

At IGO we value the occupational health, safety and wellbeing (“OHSW”) of everyone within our workplaces and within the communities in which we operate.

IGO will therefore:

- Seek continual improvement of our health and safety performance;
- Promote a positive OHSW culture through leadership, education, consultation, and active participation;
- Develop and continually improve our OHSW standards, systems and procedures;
- Provide a safe place of work;
- Provide appropriate training;
- Develop and continually improve processes to identify OHSW risk and critical controls;
- Report and investigate all workplace incidents, and implement corrective actions;
- Ensure that injured people are returned to work at the earliest and safest opportunity through commitment to rehabilitation, provision of alternative work, encouragement and support;
- Incorporate OHSW requirements into contracts and enforce them; and
- Promote off the job safety and the wellness of our people.

Everyone within our workplaces has a reciprocal Duty of Care to ensure that they take responsibility for their own actions and work as a team to achieve a workplace that is injury free.

A handwritten signature in black ink, appearing to read 'Peter Bradford', is located below the text.

**Peter Bradford**

Managing Director and CEO  
Independence Group NL

