



Company: Cheetham Salt Limited
Department: HSEQ
Document Owner: Linda Rickard
Authorised By: John Varcoe
Publisher: Divya Seshadri

Document Type: PO
Document ID: CSG-HO-HSEQ-PO-3.001
Issue Date: 21/01/2026
Version: 12.0
Max Review Due Date: 21/01/2027

1. PURPOSE

This policy outlines Salt Group commitment to Health, Safety, Environment, Quality and Food Safety within the defined scope of the Integrated Management System.

2. SCOPE (WHO IT APPLIES TO)

All Cheetham Salt employees.

3. POLICY

Salt Group is committed to conducting all business activities in a responsible manner which assures the health, safety and security of people, preservation of the environment, quality of the products/services and compliance with all applicable health, safety, environmental, security, legal, ethical, quality, halal, Kosher and Organics and regulatory requirements in the countries where we operate.

Promote our SALT GROUP Values to aspire in eliminating critical risks and continuously improve our performance on health, safety, environment, quality and food safety through measurable HSEQ targets.

We are committed to the following:

1. The health and safety of our people and the communities and societies in which we operate;
2. Demonstrate good governance by incorporating sustainability principles into all Salt Group activities and decision making.
3. The supply of legal, safe and quality products, as well as satisfying our Customer expectations.
4. Ensure we operate to meet third party certification schemes where applicable
5. Promote a food safety culture throughout the organisation that encourages all team members to be empowered and accountable and notify management of any concerns.
6. Demonstrate Leadership commitment to improve HSEQ culture, prevent injuries and improve wellbeing
7. Assign clear roles and responsibilities regarding HSEQ, empowering the right to STOP WORK where conditions or practices are considered unsafe
8. Provide injury management aimed at the early, safe and sustained return to work of injured employees
9. Looking after the biodiversity of our salt fields
10. Identify, analyse and effectively manage all HSEQ risks arising from Salt Group activities, products & services
11. Continually monitor and continuously improve our systems, culture and performance through an on-going review of our objectives, targets, metrics, system gaps, and implementation of proper corrective and preventative actions.
12. Providing adequate resources to meet these objectives.

Delivering this commitment is the core accountability of the Leadership team within the organisation. We engage the full co-operation of all employees and contractors to support and exercise these commitments.

Peter Newton
CEO Cheetham Salt Group



4. CHANGE HISTORY

| Version | Brief Description of Change | Reviewed By | Date |
|---------|---|------------------|------------|
| 12.0 | Review done and moved to new policy template | Divya Seshadri | 21/01/2026 |
| 11.0 | 2-yearly review complete - 09/01/2025 | Divya Seshadri | 09/01/2025 |
| 10.0 | Modified document ID | Divya Seshadri | 16/04/2024 |
| 9.0 | Process owner changed to Divya Seshadri on Promapp | Divya Seshadri | 06/03/2024 |
| 8.0 | Ownership change on Promapp | Divya Seshadri | 19/02/2024 |
| 7.0 | Document ID updated to CSG | Evelyn Yap | 05/04/2023 |
| 6.0 | Replaced with the current CEO - Peter Newton Signature only. | Evelyn Yap | 02/12/2022 |
| 5.0 | Moved to 'Organisation, Leadership and Planning' group. | Evelyn Yap | 10/10/2022 |
| 4.0 | Process owner changed to John Varcoe on Promapp | Evelyn Yap | 12/09/2022 |
| 3.0 | Policy updated - Only change is section 3.0(a) where made reference to faith base certification (halal, kosher) for audit purposes. | Evelyn Yap | 12/09/2022 |
| 2.0 | Replacement of owner on Promapp | Evelyn Yap | 08/08/2022 |
| 1.0 | Policy published | Silke Hutchinson | 17/11/2021 |