

Company: Cheetham Salt Limited  
Department: HSEQ  
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## 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