

Health and Safety Policy

Introduction

STARTEAM is committed to providing a safe and healthy workplace, safe working methods, and the provision of safe equipment. Workplace health and safety is considered by management to be an integral and vital part of the successful performance of any job.

STARTEAM's Health and Safety Policy, hereinafter the "policy," outlines the duties and obligations of various company stakeholders regarding a safe working environment.

This Health and Safety Policy is put in place to ensure the safety of all the employees, contractors, and any authorized visitors on the company premises. The company fully accepts any rules and regulations enacted by the legislature. The company's Chief Executive will conduct an annual follow-up on the policy and report its effectiveness.

Purpose

The company is fully committed to ensuring a safe and healthy environment on its premises. To do so, the company will take all necessary and possible measures to remove any hazards or risks. Further, the company will ensure that all its operations are carried out safely and do not pose any danger to either the workers or authorized visitors.

Company Responsibilities

The company will ensure the following to provide a safe and healthy environment:

- integrating workplace health and safety into all aspects of its operations;
- identifying hazards, assessing risk and implementing control strategies to minimise risk of injury to people and property;
- ensuring that relevant health and safety laws that apply to working conditions and the work environment are observed and enforced;
- developing and implementing safe systems of work;
- providing adequate safety information, training and supervision;
- designing, purchasing, installing and maintaining a safe site and machinery;
- ensuring that the workplace under their control is safe and without undue risks to health;
- ensuring that the behaviour of all persons in the workplace is safe and without undue risks to health;
- attempting to remedy all problems relating to workplace health and safety;
- consulting with workers and other parties to address safety issues and improve decision making on workplace health and safety matters;
- supporting and assisting workers in effective injury management and rehabilitation.



Worker Responsibilities

The workers have the following responsibilities:

- adhere to safe work practices, instructions and rules;
- immediately report any unsafe work condition or equipment to the Company;
- not misuse, damage, refuse to use, or interfere with anything provided in the interest of workplace health and safety;
- perform all work duties in a manner which ensures individual health and safety and that of all other people in the workplace;
- encourage fellow employees to create and maintain a safe and healthy work environment.
- co-operate with all other employees to enable the health and safety responsibilities of all employees be achieved;
- participate in training and safety drills;
- wear protective equipment while working;
- read and comply with the instructions provided on the company premises.

We expect our employees to be committed to working with management in order to effectively manage health and safety on the job. Employees are encouraged to contribute to decisions that may affect their health and safety in the workplace, through contact with management and staff meetings.

Management shall work in conjunction with employees to review and update this, and other policies and procedures.

Application

The company seeks the cooperation of all the stakeholders in this policy. The objective of this policy is to create a safe environment with zero accidents.

This policy applies to all the operations related to the company and in situations and places where employees are authorized to work.

Responsibility and Review

This Health and Safety Policy is the responsibility of the Management of STARTEAM. This policy was last updated April 2023 and will be reviewed annually.