

Quality, Health, Safety, Environment, and Food Safety Policy

Dominion Salt Limited is committed to conducting all business activities in a responsible manner, which assures the safety, wellbeing and security of people, preservation of the environment, quality of the products/services and compliance with all applicable quality, health, safety, environmental, security, legal, ethical, and regulatory requirements where we operate. Embedding our Values of Safety, Teamwork, Innovation and Excellence, Ownership; our aspiration is to eliminate critical risks and continuously improve our performance on quality, safety, wellbeing, environmental, and food safety through measurable QHSE targets. We are committed to:

- The safety and wellbeing of our people and the communities and societies in which we operate;
- The supply of legal, safe and quality products, as well as satisfying all applicable requirements and expectations in relation to quality and food safety;
- Ensure sustainable QHSE and food safety performance through implementation and certification of effective quality management systems compliant with cGMP, ISO 9001, ISO 14001, ISO 45001, FSSC 22000, National program 3, licence to manufacture medicines, Halal, Kosher and the Dominion Salt Management System standards.
- Demonstrate Leadership commitment to improve QHSE culture, prevent injuries and encourage wellbeing;
- The protection of the environment, including prevention of pollution and waste product;
- All our activities, products and services to meet the QHSE requirements of our internal and external customers;
- Assign clear roles and responsibilities regarding QHSE, including the right to STOP WORK where conditions or practices are deemed unsafe or non-compliant;
- Provide injury management aimed at the early, safe and sustained return to work of injured employees;
- Identify, analyse and effectively manage all known risks arising from Dominion Salt Limited activities;
- Continually monitor and continuously improve our systems (QHSE-MS), culture and performance through an on-going review of our objectives, targets, metrics, system gaps, and implementation of proper corrective and preventative actions and provide the required resources; and
- Ensure that suppliers and contractors embrace the same quality and food safety commitments, monitoring the materials and services they supply through audits and incoming goods inspections.
- We will comply with applicable local law, regulations and company policies and procedures for both domestic and export markets.

Delivering this commitment is the core accountability of the Leadership team of Dominion Salt Limited. We engage the full co-operation of all employees and contractors to support and exercise these commitments and we further ensure that all people who work for Dominion Salt Limited have the required competencies to do so.

We consult, listen, and respond respectfully to our employees, customers, suppliers, neighbours and regulators with the clear intent to deliver our objectives through continuous improvement.

As Chief Executive Officer I am committed to the Quality, Health, Safety, Environment, and Food Safety Policy. Responsibility for the successful implementation of this programme belongs with every Dominion Salt employee at each level and function in the organisation.



Euan McLeish
Chief Executive Officer

5/11/2024